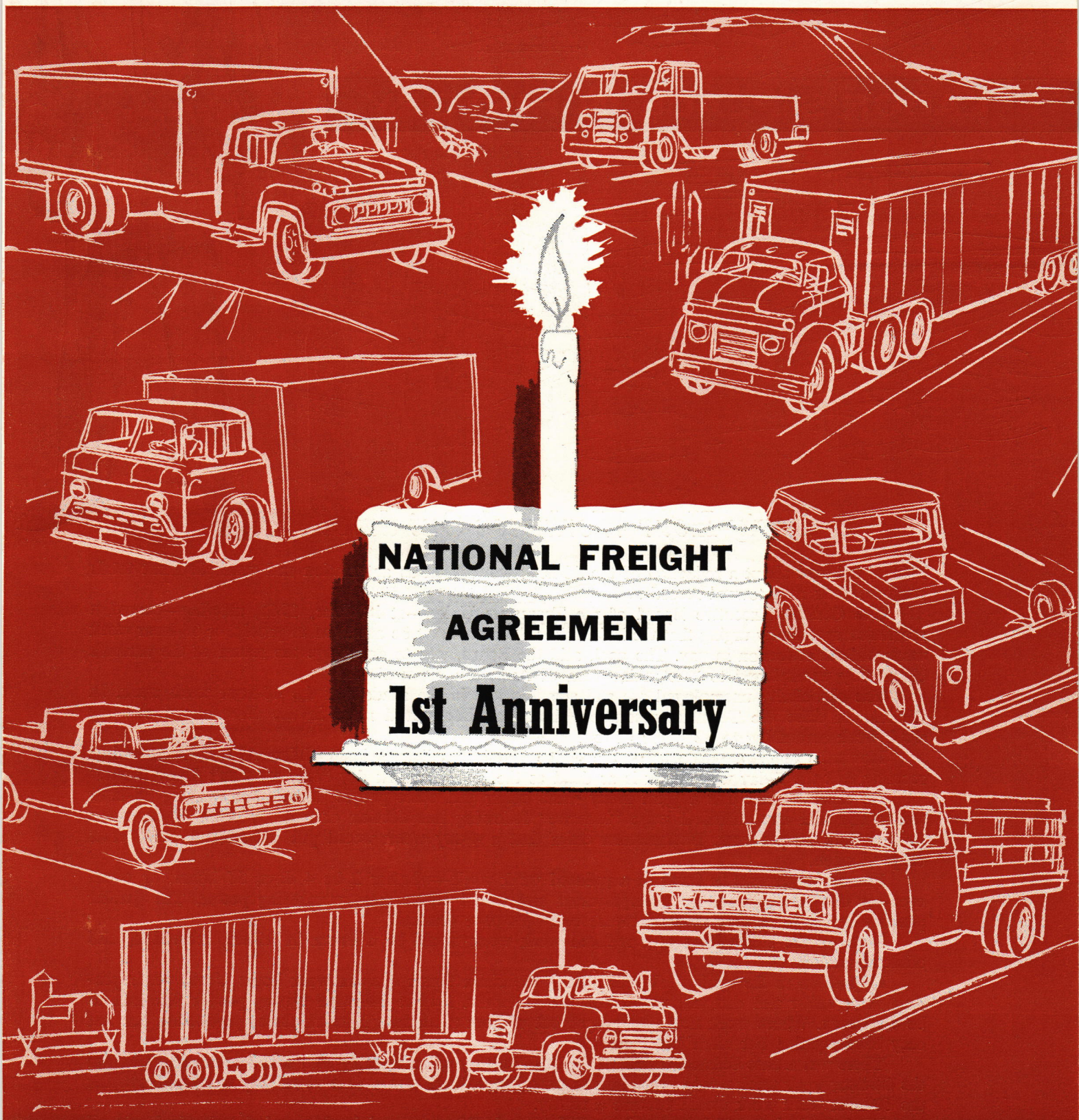


THE INTERNATIONAL  
*Teamster*

DEDICATED TO SERVICE

FEBRUARY, 1965



**NATIONAL FREIGHT**

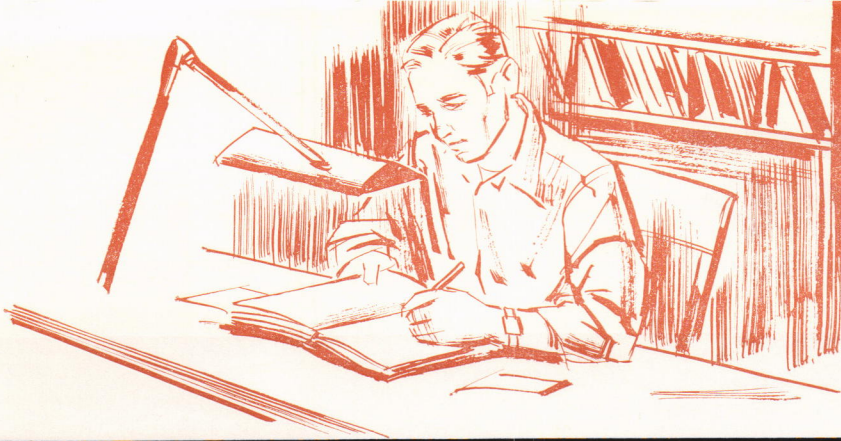
**AGREEMENT**

**1st Anniversary**

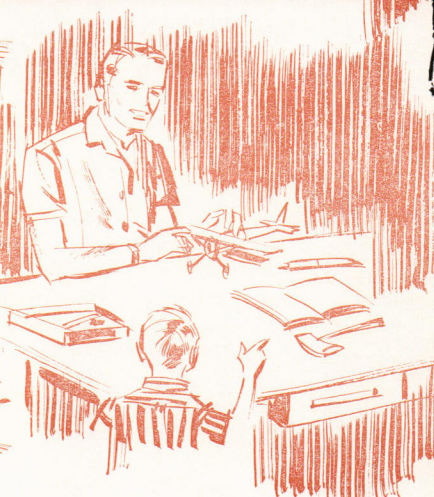
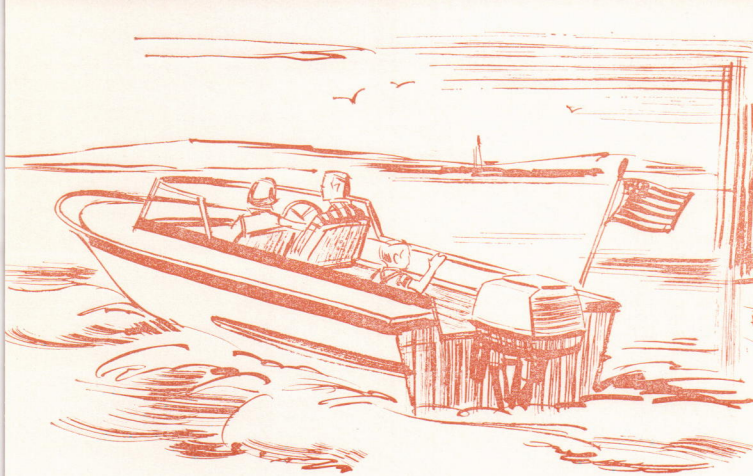
**'Stability' Key of National Freight Agreement**

**See page 4**





## LABOR'S PLACE IN HISTORY



### *Forty-Hour Workweek Out-dated*

MORE is heard about a reduction of the 40-hour work week as automation and unemployment totals continue their race toward records.

The General Executive Board of the Teamsters Union—at its June, 1962, meeting—passed a resolution specifically urging that the Fair Labor Standards Act be amended to provide a 35-hour work week without reduction in pay. The goal, said the Board, was to encourage the return of the nation's chronically unemployed to "the mainstream of American economic life."

The chronically unemployed are still standing idle in the shadow of the 40-hour work week. In the interim since the Teamster resolution, discussion has moved more in the direction of a 4-day work week amounting to 32 hours of toil.

Howard Coughlin, president of the Office Employees International Union AFL-CIO, remarked recently that the 5-day work week is as dead as the 12-hour work day "only we don't know it yet."

He cited the fact that a great many white collar and office people already are working 35-hour weeks and that any statistical wage "increase" following introduction of a 4-day work week would be less than 10 per cent. Businessmen claim that a 4-day week would pile exorbitant extra costs on production.

Primary arguments in favor of a reduced work week—whether it be 4 days, 35 hours, or whatever—is that it would reduce unemployment and would create more purchasing power. The greater purchasing power in turn would increase real consumer demand.

Some of the side effects of a reduced work week would be a boom in leisure, recreation, and adult education.

Opposition to the work week reduction is the claim that a drop in work hours would cause production to suffer and that this would hurt the economy. Recent industrial history proves this idea to be erroneous. Where work hours have been cut without reductions in work force, production has not only been equaled but often has increased.

There was a time before the turn of the 20th century when working men asked each other whether the 80-hour work week would ever come to pass. Later, there was a time when they wondered whether the 60-hour work week would become a reality.

We have had the 40-hour work week for nearly 30 years and in that period technologies in all areas of the economy have improved to the extent that business and industry could well afford to schedule employees on a less than 40 hours per week basis.



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# THE INTERNATIONAL Teamster DEDICATED TO SERVICE

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*Members of DRIVE Go to an Inauguration*



*The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.*

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## Driver Honored In Wisconsin

Paul Younger, a member of Teamster Local 75 in Green Bay, Wis., recently was named the state's "Truck Driver of the Year" by the Wisconsin Truckers Safety Council.

Younger, a long-time member of Local 75, received the award for 19 consecutive years of accident-free driving and for his rescue last summer of a motorist trapped in his overturned car in a water-filled drainage ditch.

The Teamster was driving his semi-trailer when he spotted the overturned car late at night. He waded to the auto and found the driver, Edward F. Hockmuth, hanging upside down, suspended by a seat belt. Younger pulled the man to safety.

## Member Helps Local Organize

Nancy Fitch, a member of Teamster Local 743 in Chicago, has given the local union 3 leads within the past year on groups of workers who might desire union organization.

In each case, the workers responded to organizing campaigns conducted by Local 743 and voted to go Teamster.

In the latest instance, Mrs. Fitch alerted her local to a potential at the Imperial Smelting Co., where a family friend was employed.

A National Labor Relations Board representation election followed an organizing campaign at the Imperial plant and the workers voted in favor of the Teamsters by a count of 26 to 11.

Mrs. Fitch was awarded a cash prize by Local 743 for her alertness to the needs of the unorganized.

## Officer Named To State Post

A. E. Mueller, president of Teamster Joint Council 39 headquartered in Milwaukee, Wis., and secretary-treasurer of Teamster Local 696, recently was appointed to the Wisconsin State Board of Vocational and Adult Education.

Mueller was appointed to the post for a 2-year term by Wisconsin Gov. John Reynolds.

The state board has full responsibility and authority in all phases of the state's program of education in relation to vocational training and adult learning.

## Teamsters Give \$102,000 Charity

Teamster Joint Council 13 in St. Louis, Mo., has distributed a total of \$102,000 to 10 charities as a result of its annual charity boxing show held last fall.

Council President Harold J. Gibbons said the show grossed \$141,303 from the sale of \$100-a-plate tickets and donations. More than 1,300 persons attended the event which featured leading entertainers and a top-ranked heavyweight boxing bout.

## Testimonial For Parr

General President James R. Hoffa was the principal speaker at a testimonial dinner honoring Harry Parr, president of Teamster Local 633 in Manchester, N.H., for the past 16 years.

Also taking part in the testimonial were General Secretary-Treasurer John F. English, and International Vice President Thomas E. Flynn,

director of the Eastern Conference of Teamsters.

## Officer Ends Lengthy Service

D. K. Doph, president of Teamster Local 38 in Everett, Wash., and an officer of the local for nearly 37 years of his 40 years as a member, retired recently.

Doph drove a horse drawn milk wagon on the streets of Everett before the gasoline truck came along. He was first elected as an officer of the local union in 1928 and has served in one capacity or another since then. For the past 15 years he was the president of the local union.

## Benham Retires At Local 432

Les Benham, secretary-treasurer and business representative for Teamster Local 432 in Oakland, Calif., retired recently after 23 years on the job.

Benham first joined the Teamster local in 1919 and through the years became prominent in the Alameda County labor movement. For many years he was a delegate to the Central Labor Council.

## Teamsters Give Bus to CP Unit

Teamster Local 229 in Scranton, Pa., recently donated a bus to the United Cerebral Palsy of Lackawanna County for transportation of afflicted children.

The presentation was made between halves of a high school football game attended by 10,000 persons.

## Long-Time Officer Retires

Earl Platt, a Teamster 50 years and an elected trustee of Local 70 in Oakland, Calif., for 35 years, retired recently.

Teamsters officials and members of Joint Council 7 honored Platt with a testimonial dinner.

## Never Missed A Day of Work

Ray Aydt, a member of Teamster Local 544 in Minneapolis, Minn., retired recently after completing 33 years of work without ever taking a day off for illness or injury.



## — The Honeymoon Is Over —

NOW THAT this nation has elected and inaugurated President Johnson, we now get down to the realities of legislating a Great Society, and the one fact which should be clear to all men and women in organized labor is that we cannot have a Great Society if men are not free to bargain collectively.

Now that the honeymoon is over, we are beginning to see that such legislative goals as repeal of Section 14(b) of Taft-Hartley are not automatic. As this issue of the *International Teamster* went to press, no hearings in either the House or the Senate labor committees had been scheduled on repeal of Section 14(b) which gives the states the right to pass compulsory open shop laws, popularly referred to as "right-to-work" laws.

What we are witnessing now is reiteration of the old established fact that it is much more difficult to repeal a bad law than it is to pass it in the first place.

We are also witnessing the results of some of organized labor's own timidity in the field of legislation. All too often labor quietly sits back and accepts laws which are immoral while the powers that be tell us that if we push for repeal or seek new laws, we are liable to "get something worse."

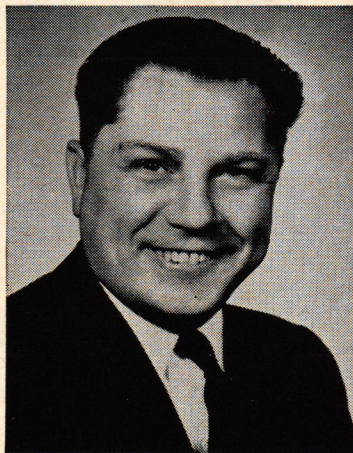
We in the International Brotherhood of Teamsters don't buy that excuse.

Organized labor is morally right in seeking—as its Number 1 goal—repeal of Section 14(b) of Taft-Hartley.

I say we are morally right because who can deny that in a free society man should have the right to combine with his fellow men in majority vote to determine what kind of a labor agreement he will work under.

That is the essence of union shop contracts which are outlawed by "right-to-work" laws sanctioned by Section 14(b).

We should, as a matter of right, vigorously demand



of a Congress elected to legislate a Great Society repeal of this anti-labor legislation, and we should vigorously demand that other major changes be made in both Taft-Hartley and in the Landrum-Griffin amendments.

We should vigorously demand that adequate medicare under Social Security be legislated for our senior citizens, and the bill currently proposed in the Congress is not an adequate measure.

We should vigorously demand that adequate help be legislated for the poor people of our nation, and measures currently proposed in the Congress are inadequate to meet the problem.

For too long, timidity has marked the legislative approach of the leaders of organized labor, and apathy has marked the attitude of the rank-and-file of labor.

I urge each and every one of our officers and members to wake up to legislative fact. I urge each and every one of you to write your Congressmen and Senators, to the chairmen of the House and Senate labor committees, demanding that they act, and act now, on issues which we are morally right in demanding, on issues which currently mock free collective bargaining.

Many of the problems which hinder our passage into a Great Society can be solved quickly by a labor movement free to organize the unorganized and free to negotiate decent and living wages and fringe benefits for workers laboring for companies who improve their profit structure at the expense of these workers.

Now, that the honeymoon is over, let's go to work and let our congressmen and senators know that for too long labor has unfairly been saddled with anti-union legislation such as Section 14(b), and that for too long labor laws have kept organized labor from contributing its full measure to a Great Society.

James R. Hoffa



## STATE OF THE UNION

### First Anniversary

# National Freight Agreement Proves Stabilizing Influence on Industry

FEBRUARY 1, 1965, marked the first anniversary of the first National Freight Agreement which was negotiated between the Teamsters and 16,000 of the nation's trucking firms last year, and reflected a period of

stability unparalleled in the history of motor freight.

Negotiated in Chicago one year ago amid press and magazine scare-mongering which 'warned' the nation of a "national trucking strike by Team-

sters and Hoffa," the new agreement has passed its first year without one work stoppage in the for-hire motor freight industry.

One word—stability—sums up the experience of union and management after one year of operating under a single, master agreement.

The nation's trucking industry not only continued to enjoy its traditional strike-free operations, but also the industry is enjoying its "strongest financial position in history," according to a report prepared for the American Trucking Association.

### One Year Ago

This was the scene one year ago when Teamster President James R. Hoffa and C. G. Zwingle, chairman of the management negotiating committee, clasped hands in agreement for a historic National Freight Agreement covering 450,000 Teamster members working for 16,000 of the nation's trucking firms.



#### Highest Wages

The more than 450,000 over-the-road and local cartage employees of the 16,000 trucking companies are enjoying the highest wages ever paid in the trucking industry, are receiving the fruits of the best fringe benefits ever provided in a Teamster agreement, and they were doing so with no work stoppages to eat into gross income.

Commenting on the first year of the historic National Freight Agreement, Teamster President James R. Hoffa outlined the following facts:

"1. There has been an unparalleled, over-all period of labor peace in the nation's trucking industry, under an agreement which still has two years to run.

"2. Employees of the nation's trucking firms are receiving the highest wages and the best fringe benefits in the history of the industry.

"3. There is general agreement be-



tween both industry spokesmen and union officials that the uniform language of the National Freight Agreement has led to less misunderstanding and fewer grievances than ever before in the collective bargaining history of the trucking industry.

"4. The trucking industry, according to its own report, has not found it necessary to pass increased labor costs on to the nation's shippers," Hoffa declared.

At the time of the negotiations for the National Freight Agreement, there was considerable clamor among the nation's anti-labor congressmen and senators for legislation to place transportation unions under the anti-trust laws.

Anti-labor Sen. John McClellan (D-Ark.) used the negotiations for the national freight agreement to drum up support for his measure to cripple unions representing transportation employees.

#### Legislative Warning

According to McClellan and the nation's big business press, the free enterprise system was on its last legs, and a Hoffa-negotiated National Freight Agreement would upset the precarious balance of free enterprise.

Although McClellan has already introduced anti-trust legislation for transportation unions into the new Congress, other legislative investigations indicate that no such legislation is needed.

Headed by Congressman James Roosevelt (D-Calif.), a subcommittee of the House Labor Committee will soon release a report to Congress warning against legislation which might upset the balance the subcommittee feels now exists between labor and management.

The Roosevelt subcommittee, after a months-long probe into the growing practice of bargaining between a single union and many employers, found that union and management leaders almost unanimously favor this type of bargaining.

Reasons given for preference for master agreements included views that such approach to collective bargaining promotes wage and price stability and lowers the cost of collective bargaining.

Sources close to the subcommittee predict that its report to Congress will recommend that the investigation be continued and that any proposed legislation in the field be held over for another year.

## Sen. McClellan Reintroduces Strike Bill

Sen. John L. McClellan (D-Ark.) never relents in his legislative drive to emasculate organized labor.

As the 89th Congress convened, McClellan quickly reintroduced his bill to make all effective transportation strikes a federal crime.

Now known as S.10, the bill provides that transportation strikers or those aiding them, "shall be punished by a fine not exceeding \$50,000, or by imprisonment not exceeding one year, or both."

The proposal would apply to truck drivers, airline employees, railroaders, seamen, longshoremen, and all other workers in the transportation industry.

S.10 would make any transportation strike a criminal offense unless conducted by a single local union acting alone, or unless it had no substantial effect on interstate or foreign transportation service.

In addition, S.10 would sweep aside all present restrictions against federal court injunctions in the case of outlawed transportation strikes. Also, carriers would be authorized to sue striking transportation unions for all their assets.

Co-sponsors of the bill included Sens. Robert C. Byrd and Willis A. Robertson, Virginia Democrats; James O. Eastland and John Stennis, Mississippi Democrats; and Republicans Wallace F. Bennett of Utah, Carl T. Curtis of Nebraska, and John G. Tower of Texas.

One of the findings of the subcommittee was that many legal aspects of multi-employer bargaining are still clouded by litigation pending before the courts. These include cases bearing on the legality of the employer lockout, whether unions can withdraw from multi-employer bargaining, and whether anti-trust laws ever apply to cases involving labor unions.

In the meantime, the National Freight Agreement in effect between the Teamsters and the for-hire motor freight industry is proving a boom to both employer and employee.

In a highly competitive industry, truckers are absorbing any increased labor costs through efficiency and good management.

Shippers are assured that the trucks will be running and that rates will be reasonable when their products

are ready to be transported to the market place.

And, the nation as a whole is enjoying the fruits of such stability, even though words like "Hoffa," "National Freight Agreement," and "Teamsters," only a little over a year ago were used to strike fear into the hearts of Americans that the country would soon be crippled by a national strike of Teamsters.

Undeterred by such nonsense, Teamsters and the nation's truckers went ahead with plans for a National Freight Agreement, and today even some of the skeptics are commending the Teamster-Truckers' vision.

## • 568 Wins Case

In a majority decision, the National Labor Relations Board has upheld refusal to bargain charges filed against Southern Transport, of El Dorado, Arkansas, by Teamster Local 568.

The company had demanded as a condition of meeting and bargaining with Local 568 that a court reporter be present to make a record of the proceedings.

The NLRB majority rejected the employer's claim that "the presence of a court reporter to make a record is conducive to responsible bargaining, that had there been a record in the earlier proceedings, the NLRB would not have found the Respondent (employer) in violation of the Taft-Hartley Act."

In reaching this conclusion, the majority noted that its findings in the earlier case were largely based on uncontradicted testimony, admissions of the Respondent, and documentary, and thus a record of negotiations would not have affected the outcome.

## • Metal Matic Contract

Some 130 members of Teamster Local 970 in Minneapolis, Minn., ended a strike against 2 Metal Matic plants with a new contract guaranteeing large wage increases.

Donald F. Liljedahl, Local 970 business agent, said the month-long strike won an agreement providing wage gains of 10 cents an hour the first year, and 8 cents in the second and third years.

There also was an increase of 6 cents an hour for health and welfare purposes, an additional half-day holiday, and jury duty added to the contract.



# Teamsters Win 80-Day Strike for Production Workers of N.J. Refinery

**STRIKING** Teamsters at the New Jersey Standard Oil Co., Humble Division refinery at Linden, N. J., have put a Tiger in their contract, with ratification of a new agreement providing realistic job protection in an industry which automates its production with increasing rapidity.

Ratification of the agreement by the 1,145 production and maintenance workers at the Bayway refinery climaxed an 80-day strike which began as a walkout by a company-dominated independent union, and ended with the strikers as members of Teamster Local 866.

Ringling through the ears of the Esso workers during the past five years have been predictions by Teamster General President James R. Hoffa, who addressed a mass meeting of the Esso employees in Elizabeth, N. J., February 11, 1959.

At the time, the members of the Independent Union were considering

affiliation with an International Union, and the Teamsters were on a ballot in an election conducted by the National Labor Relations Board.

Hoffa told the workers at the time that company unionism was a poor excuse for representation by the world's largest union.

Despite his words of advice, the workers again chose the independent union as their bargaining agent, and pitfalls outlined by Hoffa came to pass daily in the years to come.

Finally, on October 13, 1964, with job security as the top issue, members of Maintenance, Production and Salaried Workers at the Esso plant took a walk.

It was one thing to walk out on strike now. To make the strike effective was another. Soon the independent union was hard pressed to make ends meet.

Ready with a helping hand was



**Airborne scabs and strikebreakers leave a company helicopter as the company attempted to operate the huge refinery without union help.**

Teamster General President James R. Hoffa, Joint Council 73 President Anthony Provenzano, and Andy Contaldi, secretary-treasurer of Teamster Local 866.

Strike headquarters was provided by Local 866. Direction was given to the strike. After the company continually refused to bargain, Local 866 petitioned the National Labor Relations Board for an election to give the workers the opportunity to vote for membership in the Teamsters. The election was held and the strikers voted overwhelmingly for Teamster affiliation.

As the strike progressed, hardships sprung up among the workers. Thanksgiving Day, 1964, promised to be bleak, indeed. International Union Vice President Anthony Provenzano donated a turkey to each striking worker. Hot turkey was served on the picket lines.

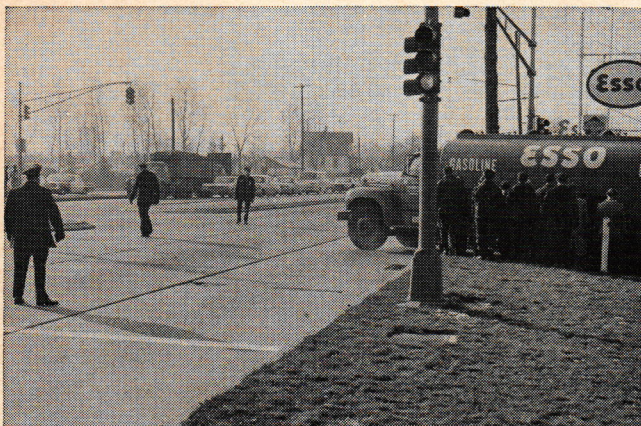
At Christmas time, the Teamsters again added a little cheer to the grim business of conducting the strike. The Christmas party held for the children of the Esso workers by the Teamsters was described as "best ever held." Morale began to spiral.

Finally, company determination to



**Production workers at the Esso Bayway Linden, N.J., plant gather for a mass meeting at which they gave overwhelming approval to a Teamster-negotiated agreement which provided for wage increases and job security provisions to protect the workers against accelerated automation in the refinery industry.**





Linden police broke the picket line to permit scabs access to U.S. Highway No. 1. Even though the light was green, highway traffic was backed up on the freeway to permit scabs to pass through the picket line.



Children of striking petroleum workers were guests at huge Christmas party where they received gifts donated by Teamster local unions and friends of the strikers. It was a gala affair which cemented morale for the days ahead.

avoid bargaining began to wane. International Union Vice President Harold Gibbons moved into negotiations, representing General President Hoffa. After many all-night sessions and round-the-clock bargaining meetings, a contract was won.

Under the new contract language covering resignation and involuntary layoffs, the Bayway workers can receive a maximum of \$11,000 in severance depending upon pay scale and length of time on the job.

It provides that men interested in early retirement can get as high as \$230 a month in pension money and Social Security benefits plus \$1,000 in cash.

Previously, the company had only

to give a 6-month notice before laying off men. Now under the Teamster agreement, Bayway workers will get 6 months pay plus severance.

Job protection language stipulates that the company may not contract out work if there are laid off men capable of performing it. Furthermore, the individual employee has the right to decide whether he should be switched to a new job outside of his craft.

New grievance language was included in the agreement. It tossed out the former committee grievance system that was cumbersome and time-consuming. Grievances will be arbitrated instead when the early steps are exhausted.

Wage increases ranged between 3.5 and 10.5 cents an hour in the various categories with a wage reopener provision after the first year.

For a time, the community—which had been against the strikers in the beginning at the behest of the local newspapers and business interests dominated by Esso—was divided on the walkout. But sentiment gradually swung toward the workers and by Christmas the community supported them wholeheartedly.

By the time the strike ended and a contract had been won, sentiment for the workers was such that both the mayors of two nearby cities had joined them on the picketline.

Union County Assemblywoman Mildred Barry Hughes addresses mass rally of Esso strikers, telling them their cause is just. She also told the strikers that she backs labor 100 per cent.



Esso strikers shown receiving Christmas turkeys. The turkeys were donated by International Vice President Anthony Provenzano, who is also President of Teamster Joint Council No. 73.



IBT Vice President Harold J. Gibbons (right) who headed negotiations, with John Coppa (left) and Len Conte (center) executive officers of now defunct independent union.





# Motor Carrier Sales Personnel Turn to Teamsters for Representation

Sales personnel for the nation's motor carriers are finding membership in existing Teamster units an answer to obtaining benefits which have already been established for other trucking employees through collective bargaining.

Teamster General President James R. Hoffa, clarifying procedure for the fast-growing membership interest of sales personnel, told local unions last month that sales personnel are easily identified with the office workers in trucking terminals who already enjoy the benefits of a Teamster contract. "They should be directed to existing Teamster units when seeking membership," Hoffa said.

Among the benefits being negotiated for salesmen are health and welfare and pension provisions, car allowances, fixed vacations, seniority protection, and other fringes.

As sales personnel continue to bring their problems to Teamster local unions, areas being explored for collective bargaining purposes include specified work weeks, inasmuch as in the smaller companies these employees

often are required to double in brass according to company needs.

Often times motor carrier sales personnel are required to fill in as emergency terminal managers, dispatchers, and are required to perform other work duties without receiving benefits of any additional income for overtime hours, sometimes running the work week to as high as 60 or 70 hours.

In extending a welcome to all motor carrier sales personnel, Hoffa pointed out that it is possible for these workers to voluntarily apply for Teamster membership—as many have already done.

Where a majority of the salesmen indicate a desire for such collective bargaining representation, Teamster local unions with jurisdiction can then seek recognition and certification for the salesmen.

Commenting on the interest of motor carrier sales personnel for Teamster Union membership, Hoffa declared:

"It is natural both that sales personnel should be represented in collective bargaining and that they should

turn to the Teamsters, which is the one union qualified and experienced to give them the kind of representation they deserve.

"We have long done an excellent job of collective bargaining for other trucking employees, and we intend to do the same for motor carrier sales personnel," Hoffa said.

## • Virginia Agreement

Teamster Local 582 of Richmond, Va., recently gained a 30-month contract providing good wage increases for 22 drivers employed at Service Transportation, Inc.

A. L. Lewis, Local 592 business agent, said the agreement gained an increase of 20 cents an hour and 12½ cents in benefits.

## • Strike Wins Pension

A strike by members of Teamster Local 70 in Oakland, Calif., won a pension plan for employees of Swift & Co.'s plant after weeks of fruitless negotiations.

Local 70 officials said it was the first agreement with any Swift & Co. unit in which a pension plan was included. The 6-day walkout induced the company to agree to pay 17½ cents per man per hour into the pension plan. The contribution will increase 20 cents after the first year.

The 3-year agreement also provided for wage increases, health and welfare gains, including a major medical plan, dental plan, and eye care plan.

Other provisions include jury duty pay, a guaranteed work week, an additional holiday and an added sick-leave day.

## • Duluth Organizing

Teamster Local 346 in Duluth, Minn., recently won a representation election among 63 employees of the Duluth Iron & Metal Co.

Douglas McNaughton, Local 346 secretary-treasurer, said negotiations are now underway for a contract with the company.

## IBT-Bakers Reaffirm Mutual Assistance Pact

The mutual assistance pact between the International Brotherhood of Teamsters and the Bakery and Confectionery Workers reached several years ago between the two unions, has been reaffirmed, according to an announcement by Teamster General President James R. Hoffa.

Reaffirmation of the agreement came last month in a meeting between Hoffa and B & C President Max Kralstein.

The accord reached in the recent meeting covers three major areas of mutual assistance:

1. The pact provides for no raiding in any of the existing plants now under contract with either International Union.
2. Wherever possible and feasible, joint organizing campaigns should be initiated by local unions of the two International Unions.
3. Basic to the agreement is the interchange of information concerning contracts and other pertinent collective bargaining information between the two unions.

Commenting on the continuation of the pact between the two International Unions, Hoffa stated that all Teamster local unions are requested to acquaint themselves with the various parts of the mutual assistance pact and to do nothing contrary to the understanding reached between the two International Unions.



## Boston Local Establishes Dental Care Program

Eight thousand members of Teamster Local 25 in Boston soon will benefit from a new dental program sponsored by the local union's Health and Welfare Fund.

Providing complete dental examinations and treatment at no cost, the program was scheduled to go into effect Feb. 1 for eligible Teamsters and to be broadened to include their families beginning April 1.

William J. McCarthy, president of the local union, said specially equipped diagnostic offices were being set up in downtown Boston to be known as the Teamster Local Union 25 Dental Examination Center.

The center, convenient to public transportation and downtown facilities, will be open evenings and Saturdays in addition to week days under the supervision of a well-known dentist from the Boston area.

McCarthy said the center will be staffed by experienced dental hygienists and X-ray technicians. It will provide complete and comprehensive examinations, including full mouth X-rays and other necessary diagnostic procedures for all members—and later to their families—at no cost.

### Choice of Dentist

A full set of X-rays, dental chart, and report of findings will be forwarded to the member's own dentist following the examination.

All dental treatment, including fillings, extractions, denture work, and so forth, will be performed by the member's own dentist of his choice. Payment for the dental work, as authorized by the center—will be made by the Health and Welfare Fund to the member's dentist according to a detailed schedule of fees.

In case of an emergency such as a toothache, a member may go directly to his own dentist, even before he has had an examination at the center. The Fund will pay for such emergency treatment under the fee schedule. More extensive treatment, if required, will be covered by the program after the member goes to the dental center for his complete examination.

McCarthy said Dr. Edward Maloof,

D.M.D., M.P.H., has agreed to serve as the director of the center. An associate professor at Boston University, Dr. Maloof also lectures at Forsythe

Dental Infirmary in Boston and at Northeastern University.

Besides his educational activities, Dr. Maloof, who has a master's degree in public health from Harvard University, is head of the dental section of the Massachusetts Public Health Assn., and also is the dental director for the Brookline, Mass., Department of Health.

## Utah Teamsters Turn Back Raids at Four Union Dairies

An attempt to get Teamster Local 222 in Salt Lake City and Teamster Local 976 in Ogden decertified as bargaining agent for 750 workers employed by 4 major Utah dairies was rejected by a wide margin in a National Labor Relations Board election in which the Teamsters were challenged by 2 AFL-CIO affiliates.

Defeated by better than a 2-to-1 margin in their attempt to take over representation of the dairy drivers and

inside plant workers were the International Union of Electrical Workers and the Operating Engineers.

The vote for continued representation by the Teamster local unions was 441 compared with 201 ballots for the IUE and 7 votes for the Engineers. Twenty-eight ballots were challenged.

Most surprising was the fact that in "Right-to-Work" Utah, only 3 members said they preferred no union representation.

### Certificate for Devotion



Teamster Local 515 recently was honored by Alhambra Temple in Chattanooga, Tenn., for unselfish devotion of time and money in assisting the Temple in its work for crippled children. Potentate Harold E. Brown (far left) is shown presenting a certificate of merit to George Hicks, Jr., president of Local 515, and Teamsters Ralph Lee, Jack Littleton, Ray Morris, A. T. Goodin, and Arnold Foley, while George Perry, Temple coordinator, looks on. For years the Teamsters have helped take youngsters to the Shrine Hospital for Crippled Children at Lexington, Ky., by donating their time to drive the Temple's bus to and from the hospital.



## Teamster Local Negotiates Precedent For Unions of Government Employees

Teamster Local 831 of New York City has negotiated a new contract containing new hospital insurance features expected to set a precedent for other unions with members in government service.

The agreement covering uniformed sanitation men provides not only that the city will pay in full for hospital insurance for the Teamsters and their dependents, but also that the same benefit will apply to all sanitation men retiring on and after Jan. 1, 1965.

John J. DeLury, president of Local 831, said there are about 200,000 other New York City employees and 125,000 New York State employees who now share the cost of their health and hospital insurance coverage with their employer—usually on a 50-50 basis.

DeLury said the full cost of health insurance is expected to be achieved by July 1, 1965. He added that the provision of hospital insurance for future retirees will have to be extended to those already retired. There are more than 8,000 retirees on the Sanitation Department's roster. Overall, there are 60,000 pensioners once in New York City's employ.

The new contract also provided for a wage increase of \$292 retroactive to last July, a guaranteed annual salary of \$7,076, 11 holidays, and an additional contribution to the union's Security Benefits Fund which was set up in trust for the institution of a rehabilitation program for injured sanitation men, either on the job or retired.

## Christmas Project



Christmas joy was provided for underprivileged families by members of the Community Services Committee of Teamster Local 355 in Baltimore, Md. Each year the Teamsters deliver baskets of food in addition to toys to more than 300 families. Shown preparing to load a shipment into the committee's special truck are Teamsters (left to right) Bill Reynolds, Charles Lundy, Bill Quandt, John Jessup, and Pete Weaver, a local businessman who serves as Santa Claus to personally deliver goodies to children. The annual Christmas project is but one segment of Local 355's year-around program of service to various charity organizations and persons in need. The program is made possible by contributions from Local 355 members.

## Fifty Years Of Progress

When the Central Labor Council building in Los Angeles was razed recently, a copper box placed in the cornerstone when the structure was erected in 1906 revealed that the Teamsters Union in Los Angeles was organized on Nov. 10, 1900, with a membership of 300.

A notation read: "At the present time, we work 12 hours from 6 a.m. to 6 p.m. One horse drivers get \$1.75 per day, 2-horse drivers get \$2.50, and 4-horse drivers get \$3 per day. We have a good strong union."

## Newark Settlements

Teamster Local 102 in Newark, N.J., has gained contracts with the Borden Metals Co., and the newly-organized General Rubber Co.

Ben Merker, Local 102 secretary-treasurer, said the 3-year agreement with Borden included a health care plan paid in full by the employer, life insurance increases to \$10,000, and pension benefit increases to \$2.70 per month for each year of service.

Wage increases totaled 15 cents per hour. Election day was added as an additional paid holiday, and vacation schedules were improved with a maximum of 4 weeks after 17 years on the job.

### The Benefits

The General Rubber agreement included a health plan with the employer paying two-thirds of the cost the first year and all of the cost in the second year.

Wage increases amounted to 13 cents over the life of the 3-year contract, plus an increase of 5 cents per hour in shift differentials in the second year.

Other gains included a \$2,000 life insurance policy, an additional paid holiday, jury duty and bereavement pay, and improved vacation schedules.

Merker noted that during the organizing campaign at General Rubber last summer, the company gave a wage increase to the employees voluntarily but the employees voted to go Teamster nevertheless in an October National Labor Relations Board representation election.



# Famous 'Last Rides' Recalled By Retiring Funeral Drivers



With total service of nearly 300 years, these members of Teamster Local 727 recently received their first pension checks and certificates from a paid pension plan covering funeral drivers. Shown at the ceremony are (left to right): Standing—James E. Coli, secretary-treasurer of Local 727; Charles P. Leach of the Funeral Directors Services Assn., of Greater Chicago; Michael Valuch, Christ Ladis, Philip Dean; Sitting—August Hinze, Thomas Perry, and John R. Harris.

RECOLLECTION of a half century's experience in famous "last rides" was the topic of conversation when six veteran members of Teamster Local 727 met recently to receive the first pension checks under a plan negotiated by the local union with the Funeral Directors Services Assn. of Greater Chicago.

As funeral drivers, the old-timers have given the "last ride" to thousands of people in their combined service of almost 300 years.

Now the Teamsters can look forward to pensions of \$100 a month plus Social Security benefits for those who meet the age and service requirements. The pension plan covers 1,200 drivers of hearses and livery vehicles.

The retiring drivers recalled the pomp and pageantry of funerals of politicians and gangsters—highlighted by the slow-moving, dignified horse-drawn processions to cemeteries on the outskirts of the city, taking a full day for the round-trip, including lunch at convenient taverns with a final toast to the deceased.

One of the retirees, Thomas Perry, remembered how he was sent to Canton, Ohio, for the funeral services of President William McKinley on Sept. 19, 1901.

McKinley was shot on Sept. 8, 1901 at a reception in Buffalo, N.Y., following the opening of an exposition. He

died nearly a week later and was succeeded in office by Theodore Roosevelt. Speaking of McKinley's funeral, Perry said:

"There were people from all over the world at the funeral and they wanted experienced livery drivers. I drove a team of beautiful black horses, which wore huge black plumes on their bridles. There were thousands of carriages in the procession."

That was the high point of Perry's career as he worked as a livery driver through the years and chalked up 55 years of membership in Local 727.

Philip Dean, a 48-year member of the union, drove the hearse or a limousine in the lavish funerals given gangsters shot in the prohibition era.

Said Dean: "I drove a limousine in the funeral procession for Dion O'Banion. He was shot in his florist shop at 738 N. State St., on Nov. 10, 1924. There were 24 flower cars and 90 limousines for the funeral of one gang leader.

"I was in the cortege for Al Capone.

"Every livery driver in town worked the day of the funeral of 4 leaders of the Chinese community who were killed in a 'tong' war."

Christ Ladis, retiring after 41 years in the union, had all of his service with one employer—McInerney & Son. "Conditions sure have improved," he said. "I'm proud that the union won

pensions for us." Employers pay 10 cents an hour into the jointly administered pension fund.

Michael Valuch, a 50-year member of Local 727, remembered that the 1911 strike in the industry was called on the coldest day of the year. He said:

"We picketed in front of the stables and wore feed bags to keep warm. We had kerosene lamps to provide a little heat, but the fumes and smoke knocked us out. We won the strike, anyhow."

August Hinze, for 52 years a member of Local 727, said he remembered the early organizing efforts of the union were met with strong resistance. He said, "Even the horses could smell strikebreakers. That's why many carriages didn't make the round trip from the cemetery."

John Harris, the sixth veteran driver to go on pension, has more than 50 years' membership in Local 727. He said it took a lot of skill to drive horses in funeral processions. Harris added:

"The new limousines are very comfortable. In the old days, the carriage driver was out in the open. The union insisted on closed cabs for the drivers."

James E. Coli, secretary-treasurer of the Teamster affiliate, commented at the check ceremony:

"We are grateful to these wonderful men for their loyal services to the union and the industry throughout the past 50 years and more. The co-operation which exists between the union and the employers has made this pension plan possible. This is a continuation of the progress we have made in behalf of the members of Local 727.

"At one time, in the days of the horse-drawn funeral carriages, our local union was the largest Teamster organization in Chicago with over 8,500 members. The automobile and the fine highways have cut the number of men needed to about 1,200." Times change.

## Rail Proposal

Heads of the railroad labor unions say they want the government to buy and operate the railroads, charging that the lines fail to provide adequate passenger and freight service and safety measures, and that there is chaos in labor relations.



# New York Teamsters Get Chance To Switch From Diesels to Easels

DRIVING a heavy motor rig through New York City's congested traffic is an art in itself, but the area's Teamsters now have an opportunity to indulge in the more relaxing and satisfying arts of painting, drawing, and sculpture.

Teamsters Union officials, headed by International Vice President John O'Rourke, president of Teamster Joint Council 16, and trucking executives led by Joseph M. Adelizzi, vice president of the Empire State Highway Transportation Assn., have joined to sponsor the Trucking Industry Art Assn.

The new art organization will be devoted to developing the dormant artistic talents of the Joint Council's 165,000 members and their families as well as those of management representatives and their families.

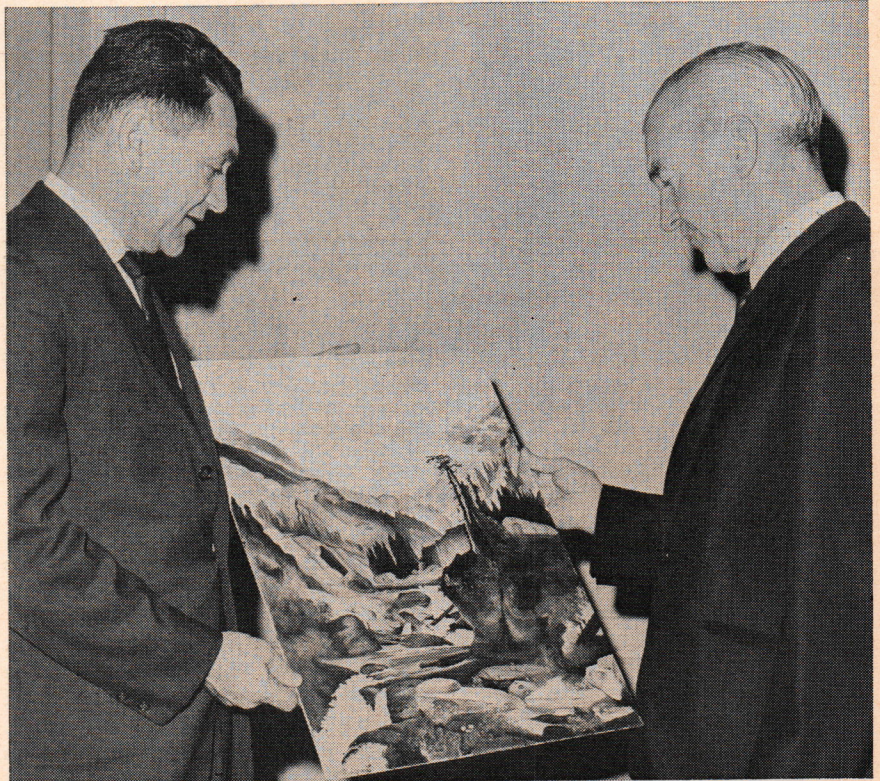
The association is now lining up a suitable, spacious loft building where painting and sculpture will be taught beginners and more advanced artists by skilled professionals willing to volunteer their times. In addition, the program calls for lectures, films, demonstrations, museum tours, and exhibitions.

Frank Castelano, a member of Teamster Local 816, proudly displays his oil painting of a desert scene, one of several paintings he exhibited at a founding luncheon of the Trucking Industry Art Assn. Castelano, who drives a refrigerated truck, started painting as a hobby 10 years ago.

A founding luncheon kicking off the program at the end of last year attracted a large turnout of Teamsters

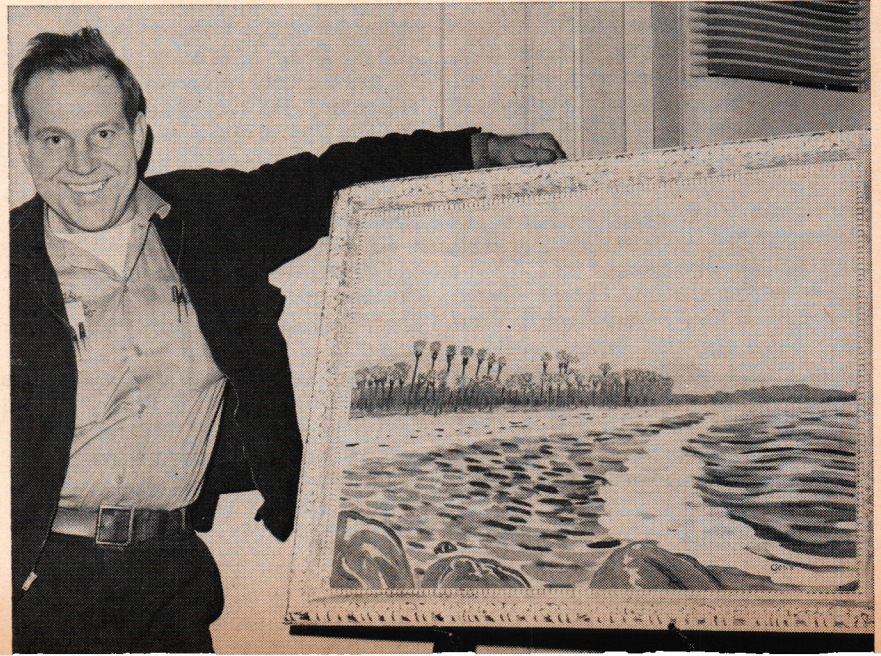
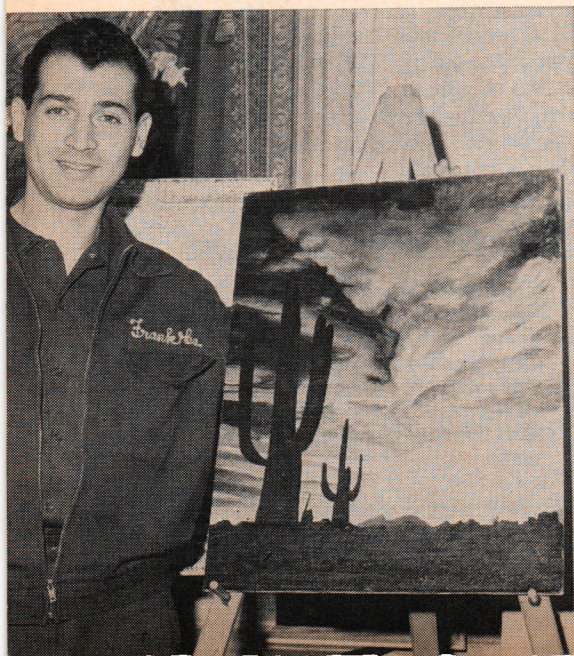
and trucking industry people. On hand to show their "stuff" with a score of oil paintings were 3 Teamster artists. News reporters and photographers were entranced with the idea of traditionally burly, rough-hewn Teamsters wielding a delicate paint brush.

Vice President O'Rourke commented: "We want to let the public



Joseph F. Adams, president of the U. S. Trucking Co., and International Vice President John J. O'Rourke, president of Teamsters Joint Council 16, examine a sample of art work exhibited by a Teamster artist at a luncheon to establish the Trucking Industry Art Assn.

Joseph Goss, a truck driver and member of Teamster Local 816, exhibited a Florida scene which he painted as trucking industry people met to found an art association. Goss began painting several years ago while recuperating from illness. He looks forward to the new art program.





know that the truck driver is not just a truck driver—that he's got other abilities and talents. The program can also be very rewarding for our retirees."

Of the 3 Teamster artists whose work was exhibited at the luncheon, Frank Castelano and Joseph Goss are drivers for meat packing houses and members of Teamster Local 816, while the other, Frank Casazza, is a recently-retired member of Teamster Local 807. All were enthusiastic supporters of the new program and told

of the great pleasure they get out of their spare time brush-wielding.

The art-for-truckers program is being initially financed by a contribution of \$2,000 from the trucking industry and an equal amount from Teamster locals affiliated with Joint Council 16.

An annual membership fee of \$5 will entitle the member to full participation in the art endeavors, including the opportunity to attend classes weekly and to gain the guidance of skilled professionals.

ence that their collective bargaining welfare is best served by Teamsters who know the industry and who know how to police cab contracts after they are negotiated.

"We welcome these good people back into our union. We are eager for the National Labor Relations Board to set an early date for the election, so that Chicago's cab drivers and mechanics, washers and greasers can come back home," Hoffa said.

## • Bakery Agreement

More than 2,100 members of Teamster Local 734 ratified a new contract with 15 major Chicago area bakers after a 1-day, weekend strike in late January won the agreement. There was no time lost in the walkout.

Robert N. Meidel, Local 734 secretary-treasurer, said the 3-year contract, retroactive to last Oct. 31, contained pay increases, an improved vacation schedule, and a new definition of the work week. The agreement also contained a provision for time cards.

# Local 777 Seeks Election Among Chicago's Cab Drivers

A giant organizing campaign among Chicago's 5800 cab drivers and cab company employees has resulted in a wave of interest which has permitted Local 777 last month to file for a representation election with the National Labor Relations Board.

All indications are that in April, 1965, Chicago's cab drivers, mechanics, greasers and washers will return to the Teamster fold, thoroughly disenchanted with a three-year experience under a Seafarer's negotiated agreement.

More than three-fourths of Chicago's cab company employees have signed authorizations for the NLRB election.

Joseph P. Glimco, commenting on the tremendous interest among Chicago cab drivers for a return to Teamster Local 777, said following the filing of the petition with the NLRB:

## Same Reaction

"Everywhere we go, we get the same reaction. Chicago cab drivers and cab company employees are clamoring for a return to their collective bargaining home—the International Brotherhood of Teamsters."

Teamster General President James R. Hoffa, commenting on the upcoming election, said:

"Unfortunately, amid waves of hysterical propaganda and political trickery, these people voted to leave the Teamsters about three years ago.

"When the press, radio and television begin to whip up emotions and hysteria, it is difficult for workers to sift fact from fiction," Hoffa declared.

"During that campaign in which Chicago cab drivers left the Teamsters, we tried to tell them that their

home is in the Teamsters, that Teamsters are the one union qualified to bargain for cab drivers and cab company employees.

"Unfortunately, we didn't get our message across, and these good people left us for another union.

"Now, experience has taught them far better than our campaign oratory and leaflets. They know from experi-

## Christmas Gala



Local 777 hosted more than 4200 Chicago taxi drivers, their wives, and their children at the union's headquarters. Shown here, top row center, with part of the younger set which found the party to its liking, is Joseph P. Glimco, president of Taxi Cab Drivers, Maintenance and Garage Helpers, Local 777. Youngsters at the party proudly displayed buttons which proclaimed: "I Am a Friend of Jimmy Hoffa."



**Honeymoon's Over**

# Labor Finds Section 14(b) Repeal Will Take Hard Work and Patience

With all of the emotion and elation of LBJ's landslide victory over the conservative elements in the November election giving away to legislative reality, labor is finding that repealing Section 14(b) of the Taft-Hartley Act will be an up-hill fight.

Repeal of that section of Taft-Hartley which gives states the right to pass compulsory open shop laws is organized labor's Number 1 legislative objective, and LBJ called for repeal of this anti-labor section of the law in his State of the Union message.

Riding high on the LBJ landslide and Johnson's inclusion of the controversial Section 14(b) in his State of the Union message, labor came down to earth last month when Congress went to work on LBJ's program for a Great Society.

As the inauguration passed into

history and the new Congress got down to serious work, no hearings on

**BULLETIN**

As this issue of the **INTERNATIONAL TEAMSTER** went to press, Indiana Gov. Roger D. Branigan had a bill on his desk repealing Indiana's so-called "right-to-work" law which since 1957 has made open shop compulsory in that state. Overwhelmingly passed by both houses of the Indiana legislature, the bill awaited only Branigan's promise to sign it into law.

repeal of Section 14(b) had been scheduled for either Congressman Adam Clayton Powell's House labor

committee or in Senator Pat McNamara's Senate labor committee.

One report had it that Powell had announced that he would expect to have hearings on the subject beginning Monday, January 25th, under Congressman Frank Thompson, Jr., of N. J., but this was judged as a premature announcement.

At a special legislative conference last month, called earlier than past such legislative get-togethers, the AFL-CIO heard Vice President Hubert H. Humphrey say:

"The President will recommend its (Section 14(b)) repeal at the time it needs to be done, when we have the ways, the means and the votes to do it. Don't give up. We will get the job done."

**No Mention**

Humphrey also told delegates to the AFL-CIO legislative session conference, in reference to the President's whole program, that "We are not going to do all the things we would like to do overnight, but we are going to get them done."

Also at the AFL-CIO legislative session was White House legislative liaison, Lawrence F. O'Brien. O'Brien made no reference to Section 14(b) in his address to the delegates.

Realities which must be faced by the labor movement in successfully getting Section 14(b) repealed include a variety of problems.

Forty per cent of the members of the U. S. Senate come from states which have passed "right-to-work" laws under Section 14(b). How many of them can be counted upon to vote against a law which prevails in their state? The same question can be asked about the members of the House of Representatives who come from one of the 20 states with laws prescribing compulsory open shop.

Too, the radical right wing rallies to fight for retention of Section 14(b) like it rallies to few other issues.

Using every emotional and propaganda trick in the book, the radical right-wing groups never hesitate to confuse and misinform on the compli-

**Stereophonic Gift**

When Teamster Local 102 in Newark, N.J., heard that the Alyeo Street School—a school for trainable children in Newark—was without a record player, the local union presented a stereophonic player to the school at a Christmas party. Shown with some of the youngsters at the presentation are (left to right): Anthony Pizutelli, Local 102 recording secretary; David Snapinn, principal of the school; Ben Merker, secretary-treasurer of Local 102, and Joseph Montegna, Local 102 president.



cated subject of free determination among the workers for the kind of contract under which they work.

It is against this background of extremist groups fighting to keep the crippling Section 14(b) on the books with every propaganda trick known to man that organized labor must strive to get the truth about compulsory open shop laws across to the legislators.

Teamsters are working across the nation to keep the issue of repeal of Section 14(b) alive, as Administration spokesmen talk in terms of waiting for the "right time."

Sidney Zagri, legislative director for the International Brotherhood of Teamsters, again last month urged all DRIVE units to campaign actively and vigorously among their congressional delegations for repeal of the anti-union measure.

Otherwise, the battle of compulsory open shop still rages on the state level.

The National "Right-to-Work" Committee, a highly financed anti-union group with headquarters in Washington, D.C., has moved into New Mexico in an attempt to have a compulsory open shop measure passed in that state.

In Indiana, the only Northern industrial state with the compulsory open shop law, the state senate already has voted to repeal its "right-to-work" law. The vote was 38 to 12 to repeal this law which was enacted in 1956. The measure now goes to the legislature's house labor committee. Democrats in the Indiana house are in a 78 to 22 majority, the first Democratic legislature in 28 years.

Once before in 1959, the Indiana legislature repealed the state's "right-to-work" law, but 5 Republicans reversed themselves after the vote, and the compulsory open shop statute has remained on the books.

Only one other state has ever repealed a "right-to-work" law, and that repeal was with a stipulation which excluded agricultural workers. That repeal was in Louisiana.

No one in organized labor has given up on repeal of Section 14(b) from Taft-Hartley in view of the realities which have now replaced emotionalism and light-headed elation which followed the November election.

However, leaders of organized labor are now facing up to the task in terms of the hard work it will take, and are facing up to the reality that repeal of the crippling, anti-union measure will not be an automatic thing.

## St. Louis Funeral Car Drivers Win Four-Month Contract Bout

A long strike of funeral car drivers in St. Louis, Mo., ended with an agreement between Teamster Local 610 and 3 employer groups. The strike lasted 4 months.

Wage increases totaling 30 cents an hour over 3 years were gained in the contract according to Pete Saffo, Local 610 secretary-treasurer.

Also gained were the maximum Central States health and welfare payments, and an increase in the Central States pension payments to provide the maximum \$250 monthly pension upon retirement.

An important gain in the contract was language maintaining job security and guaranteed employment.

The agreement was reached with the St. Louis Funeral Directors Assn., the Funeral Directors of Greater St. Louis, and the Independent Funeral Homes.

### ● Unemployment

Labor Secretary W. Willard Wirtz has said frankly that he does not expect any dramatic change in unemployment percentages during 1965. The official jobless average for all of 1964 was 5.2 per cent of the work force. The total number of unemployed at year's end was 3,500,000. Teenage joblessness remains the sorest spot in the economy.

## Contrast in Conditions

*WANTED—Young, skinny, wiry fellows not over 18. Must be expert riders, willing to risk death daily. Orphans preferred. Wages \$25 a week.*

So read the hiring notices that appeared in Sacramento, Calif., and St. Joseph, Mo., newspapers—and points in between—early in 1860 when the Pony Express was being developed.

The job offered to "young skinny, wiry fellows not over 18" was that of transporting small packages and the mail over a 1,980-mile line dotted with 190 relay stations. The Pony Express sought, and got, 80 riders and 420 strong horses to do the job.

The Pony Express folded 18 months after its start as the railroads and telegraph lines speeded transportation and communication between the Mississippi Valley and the West Coast.

While there is no Pony Express today, of course, in its place there is a vast network of trucking to transport freight in big and small packages from coast to coast and border to border.

Job requirements and conditions for the drivers are far different from those for Pony Express riders in 1860. Any man qualified to do the work is welcomed by the employers and Teamster local unions alike. Seldom is he skinny, however, and nearly always he is over 18 years of age. Whether he is an orphan is immaterial.

Today's driver is still expected to be expert and on occasion he does risk death to help another truck driver or motorist in extreme danger due to an accident. But he does not risk Indian arrows, a stumbling horse, or exposure to killing storms.

His wages are far better than \$25 a week. They range from \$25 a day and upward with meal allowances, mileage rates, health and welfare and pension plans, paid vacations, job security, cost-of-living adjustments, and other benefits spelled out in contracts achieved by Teamsters Union negotiators.

Today's driver, indeed, has a lot over those daring kids of more than 100 years ago. They do share one thing in common, however. Those of the present provide a much-needed service just as those of the past gave.



## An Idea Was Born

# Retired Teamster's Plan Grew Into Federal Deposit Insurance Corporation

ONE of the reasons your bank savings are protected by the Federal Deposit Insurance Corp., is because a long-time Teamster official who recently retired after a career of service to trade unionism originally proposed the idea.

He is Thomas Oakes, vice president and business manager of Teamster Local 92 in Canton, Ohio, for the past 29 years.

The 68-year-old Oakes, who has a number of achievements to look back upon, considers his most important contribution to be the presentation of the idea which led to guarantees of bank deposits by the FDIC.

Bank failures were occurring throughout the country in the early 1930's and life-time savings of thousands of Americans were being wiped out in the process. Many elderly people that had been saving small sums for years often discovered one day that they were almost as penniless

**Tom Oakes, union leader, poet, musical composer, and a man with his finger in the nation's history, shown in his study at home. Oakes retired recently after a long career of trade unionism, including 29 years as an officer and business representative for Teamster Local 92 in Canton, Ohio.**

as when they began their years of work.

Remembering his feelings of the time, Oakes said:

"It was my theory that if Lloyds of London could offer fantastic security for persons making investments, our nation could have a security insurance for its own people.

"My interest in the situation led to the forming of the Non-Partisan Progressive League of Toledo. Our 7,500 members agitated for guaranteed bank deposits and we met in schools, churches, and community halls to discuss the need for such a program."

Oakes said newspapers—the prime avenue of getting the message to the public—were skeptical at first but eventually they agreed to back the campaign.

One publication, the *South Side News*, devoted an entire issue to the idea of insuring savings. The issue was sent to Franklin D. Roosevelt, whose first candidacy for the presidency was endorsed by the Progressive League.

After Roosevelt's inauguration in 1933, Congress adopted an insurance plan almost identical to that outlined by Oakes.

"I received letters from the President regarding the proposed plan," said Oakes. He saved them all and recently turned over the letter collection to the Stark County Historical Society in Canton.

Oakes' record of achievement, both before and after the FDIC experience, has been broad and notable through the years.

Son of an English coal miner who settled in Pennsylvania, Oakes was one of 9 children. The family moved to Ohio and Young Tom went to work in a coal mine at Senecaville at the age of 12.

Later, while working in a mine at Belle Valley, Oakes began his union activities through election to the mine committee. He was only 18. Two years later, he became president of the Belle Valley local of the United Mine Workers of America.

It was about this time that Oakes became interested in poetry and began

composing odes. He also started jotting down bars of music in his free time and found this to be a relaxing and rewarding hobby.

Now, 50 years later and with more than a thousand poems to his credit, of which 65 have been published, and dozens of musical compositions in his books, Oakes is looking forward to more time for composing.

Oakes left mining to enter the advertising field in Toledo and then later became a social service investigator. His mine union experiences were not forgotten and through his efforts in organizing a city and county employees union of the AFL, Oakes again made a name for himself in labor leadership.

Oakes moved to Canton in 1936 in response to an invitation to come and decide whether he wanted to become the business manager of Teamster Local 92 at \$25 a week.

Although the truck drivers had only 59 members in their local union, Oakes liked the Teamsters and they liked him. He went to work and at his retirement last Christmas, Local 92 had grown to 4,000 members.

Around 1938, Oakes helped organize the Stark Tri-County Building Trades Council and served 4 years as its president. He also served as president of the Canton organization of the AFL which merged with the CIO Stark County Industrial Union to form the Greater Canton AFL-CIO Council.

As if the demanding hours of union work, poetry and musical composition, and family life were not enough, Oakes turned to farming as a sideline and bought a few beef cattle. Nine years later he sold 52 purebred Aberdeen-Angus at public auction in a move to cut down his farm operations. It was either that or halt union work.

There are 15 children and 12 grandchildren in the Oakes family and grand-dad has his music room lined with pictures of the smallest youngsters.

Oakes' plans for retirement, as might be expected, include more time for musical composition.





# Johnson to Ask Truckers to Bear Increased Super Highway Costs

Washington, D. C.—(UPI)—President Johnson is going to ask Congress for higher taxes on the Trucking Industry and Bus Lines in order to raise about \$2 billion more for the Interstate Highway System.

An additional \$3 billion would be gained by extending all highway-user levies past their scheduled expiration date, October 1, 1972.

Johnson will not ask for higher taxes on gasoline or other automotive items used by the private motorist.

In his fiscal 1966 budget, the President noted that the estimated cost of the 41,000 mile Interstate Highway System recently has been increased by \$5.8 billion. The federal government pays nine-tenths of the bill for interstate roads. To cover some of this additional expense, Johnson said he would recommend "increasing certain highway user charges."

These user charges currently are 4-cent-a-gallon tax on gasoline and diesel fuel, a 10 per cent tax on new trucks, buses and trailers, a 10-cent-a-pound levy on tires and tubes, a 5-cent-a-pound tax on certain other tires and heavy-duty tread rubber, and an annual levy of \$3 per 1,000 pounds for vehicles over 26,000 pounds.

## DON'T TAX US TO DEATH!

It's going to cost a lot more to complete the Interstate Highway System than the planners estimated originally. Now the Secretary of Commerce has advanced the estimated cost another \$5.8 billion.

Most of the increase is for improvements in the system to provide better service, safety and longer highway life, the Bureau of Public Roads told Congress.

We're all for increased service; we're dedicated to safety; we want highways to last longer because we pay so much for the building of them.

But with almost \$6 billion added to the colossal bill, we are more than concerned with hints that maybe the trucking industry is going to have to give up more of its hard-earned money to keep the Interstate program—the biggest public works project in history—rolling along on schedule to the planned 1972 completion date.

Trucks already are taxed to the hilt. They pay 38.6% of all the special road taxes going into the Federal Highway Trust Fund. The states also tax relentlessly . . . Only by exercising the utmost economy and achieving high efficiency through meticulous cost control and innovation has the trucking industry managed to wring out a modest profit.

The special tax burden has had serious impact on the industry's cost-competitive position. As William A. Bresnahan, managing director of American Trucking Associations, says, "The order of the day is tax reduction, and there is no valid reason why there should be any serious consideration given to suggestions that the trucking industry be singled out for increases."

The Interstate System is being built to the requirements of a far future. We are concentrating into 16 years a backbreaking tax program for roads to serve unborn generations. Although everybody would like to see the job done, there is nothing sacred about the 1972 planned date for it. Extension of the program to some later date would solve "deficit" problems. If stretchout is needed to finish the work under present tax schedules, then stretchout we advocate.

After all, superb highways won't do us any good if their cost kills us.

—Reprinted from January 18, 1965, issue of *Transport Topics*.



# NAM Editorial Distorts Cemetery Workers' Wage Battle

(Editor's note: The amazing article reprinted in box below appeared in the Sunday edition of the Memphis (Tenn.) Commercial Appeal, circulation 261,546, Nov. 22, 1964.

It was amazing not only for the fact that it was completely misleading and erroneous but because it listed the source of the article, "From the National Association of Manufacturers," and because it also appeared in numerous other newspapers around the country—without the NAM credit line—as ostensibly original editorials reflecting the policies of the various editors and publishers.

As an editorial, "The Sparrow's Fall," appeared in the Jefferson City (Mo.) News & Tribune, and the Gastonia (N.C.) Gazette, both on Nov. 22, 1964. On Nov. 23, 1964, it was published in the Bluefield (W.Va.) Telegraph under the title, "Of Dogs and Cats," and in the Shelbyville (Ind.) News as "The Sparrow's Fall."

The Fond du Lac (Wis.) Commonwealth Reporter published the article as an editorial entitled, "Dealing in Cats, Dogs," on Nov. 27, 1964, and the Alexandria (La.) Town Talk stuck with the original title in its Nov. 30, 1964, edition.

Among other newspapers that also published the NAM article but took time to rewrite it to lend an original flavor to it were the Yakima (Wash.) Herald and Republic as "Digging Deep" in Nov. 25, 1964, editions; the Elyria (O.) Chronicle-Telegram, "Something New in Illinois," Nov. 27, 1964, and the Fort Wayne (Ind.) News-Sentinel, "NLRB Marks even Sparrow's Fall," Nov. 26, 1964.

How many other stalwarts of America's commercial press felt obligated

to print the NAM garbage as their own "home-bred" editorials probably will never be known.

To learn the true facts behind what

happened to induce the NAM to distribute, "The Sparrow's Fall", read the accompanying story about the courage of working men.)

## The Sparrow's Fall

(From the National Association of Manufacturers)

Our government, in its concern with minutia, has yet to make the sparrow's fall, but through the National Labor Relations Board it has become involved with the passing of dogs and cats.

It seems that the Teamsters Union set out to organize a couple of pet cemeteries in Peoria, Ill., and wanted an NLRB election. In order for the NLRB to order such an election, it is necessary for the pet cemeteries to be in interstate commerce to a significant degree.

As few out-of-state owners of defunct animals seem to ship them to Peoria for burial, and as local pets, once laid to rest, remain in Illinois soil, it was a little hard to decide that Cemetery Service Corporation was, indeed, in interstate commerce. But the three Board members who weighed the case were equal to the task.

Aha, they said, so to speak, this outfit does not ship animal cadavers in and out, but they must ship something in and out.

The Board, with some help from the Teamsters and the General Counsel, painstakingly totted up what the cemeteries had bought. Among the items was more than a thousand dollars worth of asphalt, some marble for making mausoleums, and some typewriters for communicating with suppliers and bereft pet owners. Still, more items were needed to reach the \$50,000 point at which NLRB could claim jurisdiction.

They added in a leaf blower and a snowplow bought outside Illinois.

Still not enough? Well, how about that statue. Sure enough, toss on the statue and the scales swing. Hooray! The NLRB won the day, apparently by the heft of an idealized rendering of Rover or Tom. The NLRB's interest in the sculpture didn't extend to saying in its decision whether it was of dog or cat.

The result is that the Teamsters will be privileged to hold their election in a pet cemetery. That's a new twist for Illinois, although the occupants of ordinary cemeteries there have been known to vote in general elections.



# Year-Long Battle Brings Employer to Bargaining Table

NEARLY a year ago, 17 employees of the Cemetery Service Corp., in Peoria, Ill., decided they had had enough.

Most of them had been working for Cemetery Service Corp., at sub-standard wages for 12 to 18 years. Seven of them were being paid \$1.25 an hour for 6 days' work. Most of the others were earning \$1.60 an hour or less. Only a lucky pair, with many years of service, were earning the top rate of \$2.10 an hour.

They worked as truck drivers, gravediggers, mowers, sod-layers, stone setters and common laborers.

They had no union contract. They had no health and welfare benefits. They had no pension plan. They had no grievance procedure. All they had was a job that hung by a thread.

A few of them, having heard of the collective bargaining contracts enjoyed

by the 4,000 members of Teamsters Local 627 in Peoria, decided to approach the local union. They asked Arthur C. Gauwitz, the secretary-treasurer, for help.

The next day, Gauwitz visited all 17 workers. All but one joined the Teamsters Union within an hour of being contacted.

The 17th employee, who had worked 4 hours per day plus Saturday and Sunday for 18 years, thought about it overnight. The next day he came to the Local 627 office and also joined the union.

Gauwitz immediately sat down and wrote a letter to C. Bonner Triebel, president of Cemetery Service Corp., and owner of:

- Springdale Cemetery.
- Parkview Cemetery.
- Pet Haven Animal Cemetery.
- Maywood Florist.

—William Triebel Monument Co.

Gauwitz noted in his letter that the employees of Cemetery Service Corp., had joined the Teamsters Union 100 per cent.

He asked recognition as the bargaining representative for the cemetery workers. He added that if recognition was not forthcoming, Teamster Local 627 would file a petition for a National Labor Relations Board representation election.

This sequence of peaceful events was to set off one of the most determined struggles ever waged by workers in Peoria, marked eventually by an 8-month strike in reaction to callous employer attitudes that were more in vogue a century ago.

Management's resistance to the trade union desires of its employees was publicized to the extreme when the National Association of Manufac-



Proudly displaying picket signs that they carried like third arms for the duration of an 8-month strike are these cemetery workers, members of Teamster Local 627 in Peoria,

Ill. They won recognition after a long siege with their employer and now are in the process of negotiating a collective bargaining agreement.



turers, in an obvious response to cries for help, months later circulated the ridiculously misleading editorial a copy of which is printed at the head of this story.

Triebel ignored Local 627's proposal for recognition. Instead, the company reduced the weekly pay of nearly all the employees. The wages of one lead man with 5 children were cut from \$2.10 to \$1.60 an hour and he eventually was evicted from a house he rented from the employer.

Gauwitz filed for an NLRB election.

In the days that followed, Triebel was charged later in an unfair labor practices claim filed by Gauwitz of restraining, coercing, and interfering with the workers in their desires for union membership.

By April 13th, the cemetery workers were fed up with Triebel's refusal to give them union recognition or even meet the union halfway. They unanimously voted to go on strike and established picket lines at the Springdale and Parkview cemeteries.

Within a couple of days, Triebel was complaining about the "desecration" of his cemeteries. The local newspaper, the *Peoria Journal Star*, began publishing photos showing Triebel and other management personnel digging graves to accommodate the funeral needs of the public.

Gauwitz, meanwhile, instructed the strikers to not interfere with funerals. Instead, they passed out leaflets apologizing for the condition of the graves in the Springdale and Parkview cemeteries, and reminded the public that the strike was called only after Triebel "refused to agree to any other proper, reasonably prompt procedure for resolving this matter and he acted to lower his employees' standard of living still further, though that hardly seems possible."

As Memorial Day approached, Gauwitz endeavored to place an advertisement in the *Peoria Journal Star* explaining the stand of the Teamster strikers. The *Journal Star* refused to print the ad although there was no libelous material in it.

Whatever the reason for refusal by the commercial press to publish a paid ad by the Teamsters, the story did manage to get out in the *Peoria Labor News*. The latter newspaper sympathized entirely with the strikers, noting in one story:

"As Jessica Mitford recently pointed out in the best selling book, 'American Way of Death,' cemeteries are a mighty profitable, largely tax exempt, and specially favored business under the law. Accordingly, there is no basis for affording them any privilege to underpay and oppress their employees."

The strike continued through the weeks. The new Teamsters received strike benefits from the International Union, benefits which, in some cases, were almost half the regular income of the workers before they began their walkout.

Memorial day came and went with people coming to the Springdale and Parkview cemeteries to trim the graves of loved ones.

By the arrival of June, 9 weeks of peaceful, orderly picketing had been the case at the Cemetery Service Corp., properties—and the graveyards were in sad condition.

Triebel began hiring teenagers out of school for the summer to serve as strikebreakers, paying them pocket money to mow the lawns and trim away the weeds from the headstones.

## Not Guilty

The strikers kept walking their picket lines, ever peaceful and ever alert to management personnel who had picked up the habit of driving fast through the picket line.

In early August, Triebel and a supervisor each signed warrants against one of the strikers, Roland Johnson, charging that Johnson had assaulted the supervisor in an effort to get him to join the strikers. The supervisor, Kenneth Johnson, oddly enough was a brother of Roland.

Three weeks later a judge handed down a "not guilty" verdict in favor of Roland Johnson.

The strike went on into September and continued through October.

Finally the NLRB decided that Cemetery Service Corp., was indeed within its jurisdiction. In its decision, the NLRB noted that while the company's gross income in 1963 was \$410,585—somewhat less than the \$500,000 gross income standard for the assertion of jurisdiction over retail enterprises—nevertheless, Triebel's various enterprises had purchased more than \$50,000 worth of material from out-of-state and so was engaged in commerce within the meaning of the law.

Shortly afterward, the regional NLRB office decided that since the employees had been on strike nearly 8 months and still were consolidated in their action, that there was no need for an election and that they were, in deed as in fact, members of Teamster Local 627 and eligible to bargain collectively.

About this time, Gauwitz filed un-

## Contribute to Fund



Rank-and-file drivers belonging to Teamster Local 515 in Chattanooga, Tenn., who contributed to a defense fund for General President James R. Hoffa are shown here presenting a check for their donation to George E. Hicks, Jr., president of the local union. Left to right: Alvin E. Clifton, Foster King, Orvis Acres, C. L. Chambers, Ted Kidd, Arnold Foley, Roy Faulkner, A. T. Goodin, Ray Morris, George Caldwell, J. B. Morris, Jack Littleton, Hicks, Wallace Clements, Ralph Lee, W. E. Speers, and E. Hales.



fair labor charges against the company with the NLRB.

Triebel's expensive lawyers finally gave up the ship they had helped the Peoria businessman steer through 3 seasons of the year. In a letter on behalf of the Cemetery Service Corp., they advised Teamster Local 627 that the workers would be expected to be back on the job Dec. 3.

The picket lines came down and the Teamsters returned to their jobs only after the company agreed to discharge non-union workers, reinstate the strikers and give them full back pay, and recognize the local union and bargain in good faith in an attempt to reach an agreement.

The cemetery workers had won a long, hard fight.

#### Real Tough Way

In relating the story about the trials and tribulations of the cemetery workers, Gauwitz gave them a great tribute:

"These people walked the picket line from April 13 through Dec. 2. They have had a real tough way to go, most of them with large families. At the rate of pay they had been working for, they were unable to save any money for the education of their children, and so on. But they were determined to have Teamster representation and it is one of the strongest Teamster-minded new groups we have ever organized."

The workers employed by Cemetery Service Corp., in Peoria, Ill., are unique in that they—as Teamsters Union members—are among the very few cemetery workers in the nation to be represented by a union.

Theirs was a story of suffering and privation during an 8-month strike and courage and persistence that carried them through to victory.

It was a story much different from the National Association of Manufacturers sarcastic blurb about the sparrow's fall.

As the New Year approached, however, agreement still was not reached and Triebel showed signs of further deviation in handling his work force. Local 627 decided to push ahead on the unfair labor practices charge; a hearing was scheduled for Jan. 4, 1965.

Local 627 agreed to a postponement in the hearing until Feb. 15, 1965, when Triebel made some concessions.

As *The International Teamster* went

to press, Gauwitz reported that one bargaining session was held in mid-January and that more meetings were in the offing.

#### • IBT Contributes

General President James R. Hoffa, on behalf of the 1,762,100 members of the International Brotherhood of Teamsters, has contributed \$1,000 to help defray costs of the commemoration of the U.S. Patent Office System's 175th anniversary.

The anniversary program will have 2 basic themes to be emphasized through the last half of 1965—education and analytical appraisal in connection with the role of the Patent System in our country.

#### Facilities Offered

Hoffa, in a letter to Charles F. Gareau, executive secretary of the Operations Committee for the anniversary observance, also offered the acoustically excellent auditorium, conference room and adjacent lounges of the International Union headquarters for the convenience of the program.

## Appointed



Jack Wiley, Jr., a labor attorney who represents Teamsters and other unions in the St. Louis, Mo., area, recently was named chairman of the St. Louis Board of Election Commissioners by Gov. Warren E. Hearnes.

## Teamsters Back Bill To Outlaw 'Lie Detector'

Teamster Local 810 in New York City has asked the New York State Senate Committee on Labor and Industry to hold early hearings on a proposal to outlaw examination by polygraph—the so-called "lie detector"—as a condition of employment in New York State.

Milton Silverman, president of Local 810, wrote the committee in support of a bill introduced by State Sen. Irwin Brownstein, Brooklyn Democrat.

Silverman commented: "This is an opportunity for New York State to join the company of other forward-looking states—Alaska, California, Massachusetts, Oregon, and Rhode Island—in prohibiting the use of the 'lie detector' as a condition of employment."

It is not the first time that legislative proposals concerning the use of the polygraph in employment practices have been introduced in the New York legislature.

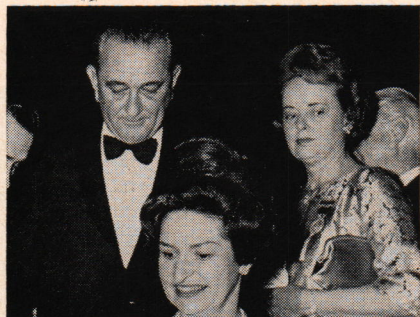
In the summer of 1963, New York Gov. Nelson Rockefeller vetoed a bill providing for licensing of lie detector examiners and regulation of polygraph testing in the state.

Rockefeller, in 1962, vetoed another measure that would have made it unlawful for an employer to require an employee to submit to a polygraph test as a condition of keeping his job.

Brownstein's new measure, which also was introduced in the New York Assembly by Assemblyman Salvatore J. Grieco, another Brooklyn Democrat, would amend the state labor law by outlawing the polygraph and setting up penalties of \$500 fine, 30 days in jail, or both for a violation.

The proposed amendment specifically states: "No employer shall require or subject any person to a lie detector test as a condition of employment or continuing employment. . . ."





## Members of DRIVE Go to an Inauguration

When Lyndon B. Johnson was sworn in as the 36th President of the United States January 20th, in Washington, D.C. members of DRIVE (the political and legislative arm of the International Brotherhood of Teamsters) were there as guests of the Inaugural Committee.

Twenty-four hundred rank-and-file Teamsters—those who had manned

the wards and worked the party headquarters in precincts throughout the land during the campaign—received invitations to attend the Johnson inaugural.

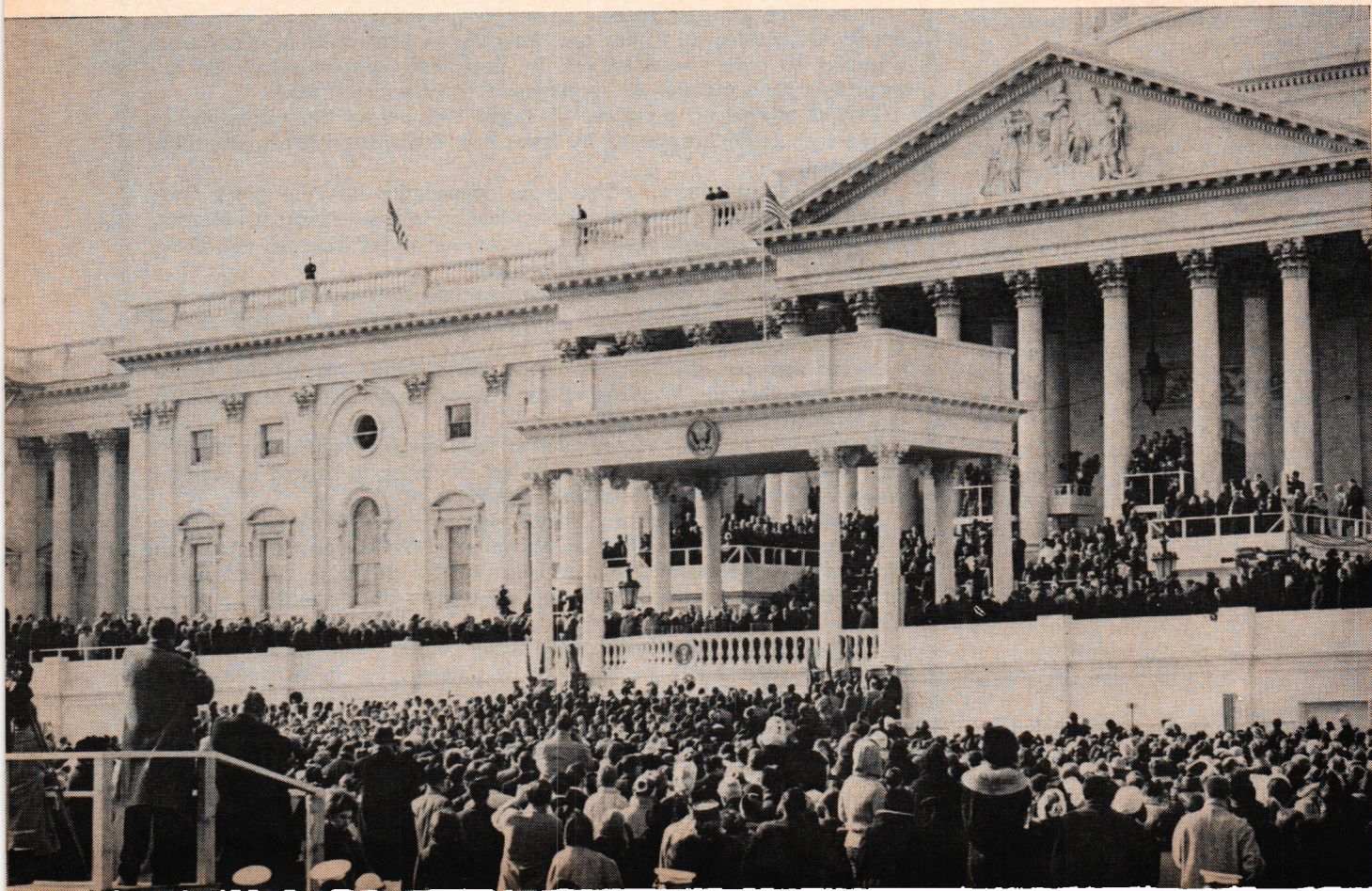
Thus, the Johnson inaugural committee reached back into history for a lead, and as Andrew Jackson had done, invited the rank-and-file of the party to witness the swearing in of a

President and to attend the gala events which accompany the official ceremonies.

For the 176 Teamsters and their wives who were able to take time out from the business of making a living and accept the inaugural invitations, it was a gala affair mixed in with the serious business of maintaining con-

In the stands watching a President and a Vice President swear to their oaths of office were Teamsters and their

wives, members of DRIVE, the legislative and political education arm of the International Brotherhood of Teamsters.







At the DRIVE inaugural reception, Sidney Zagri, DRIVE director, chats with Sen. Stephen Young, of Ohio.



Congressman and Mrs. Alvin E. O'Konski (R-Wisc.) at DRIVE reception, with Wallace Clements, of DRIVE staff.

tact with officials whom they had helped to elect.

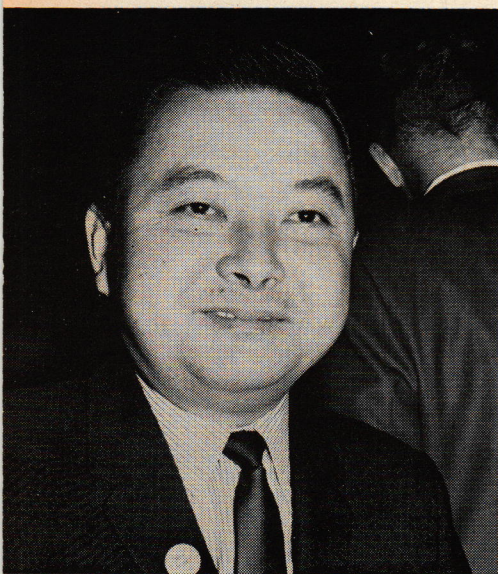
Significant to these members of DRIVE and to officials of the International Brotherhood of Teamsters was that Teamsters who attended the

inauguration found that they were not merely political tourists with tickets to inauguration events.

They found that their political work back home not only made them knowledgeable of events taking place

in Washington, but also made them acquaintances of the officials from their states, both those serving on the state level and those elected to national offices.

From the time they arrived in



Senator Daniel Inouye (D-Hawaii) at DRIVE Inaugural reception.



Rep. William R. Anderson (D-Tenn.) and wife with Sen. Hiram L. Fong (R-Hawaii) at DRIVE reception.



John Matika, Local 337, compares notes with Rep. William Ford (D-Mich.) at DRIVE inaugural reception.





Left, R. A. Farrell, Jr. Council 87, with Sen. Ross Bass (D-Tenn.). Center, Vincent Capaccitti, Local 1150, and wife, with Rep. and Mrs. Don Irwin (D-Conn.). Right, John Holliday, DRIVE Director Jt. Council 87, with Rep. George W. Grider (D-Tenn.), DRIVE reception.



Washington, D.C., the members of DRIVE mixed business with pleasure.

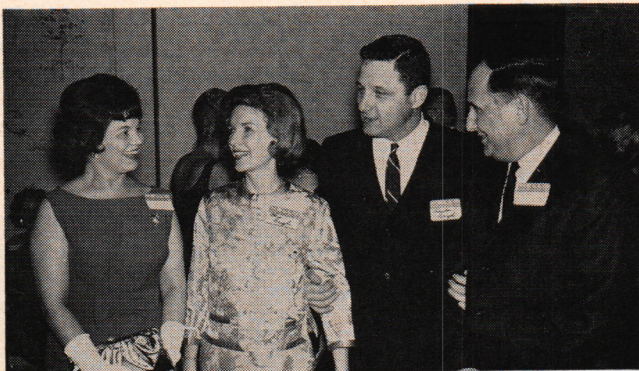
On the business side, their main task was to continue the Great Conversation which they had previously established with their congressional delegations. This Great Conversation began in past years when they had come to Washington as members of DRIVE motorcades.

If they found this trip more meaningful, it was because so many topics of their Great Conversation with senators and representatives are now topics included in the Great Society, the program outlined by President Johnson in his inaugural address.

First of the week's events was the DRIVE Inaugural Reception, Sunday evening preceding the official cere-

monies. More than 350 were in attendance at the reception hosted by Sidney Zagri, DRIVE director for the International Union. Included among the dignitaries were more than 100 Congressmen and Senators.

Monday, DRIVE ladies were in attendance at the Reception for Distinguished Ladies, where they met not only Mrs. Lyndon Johnson and Mrs.



Mr. and Mrs. Charles Whorbey (DRIVE director, Indiana) bracket Senator and Mrs. Birch Bayh (D-Ind.) at DRIVE reception.

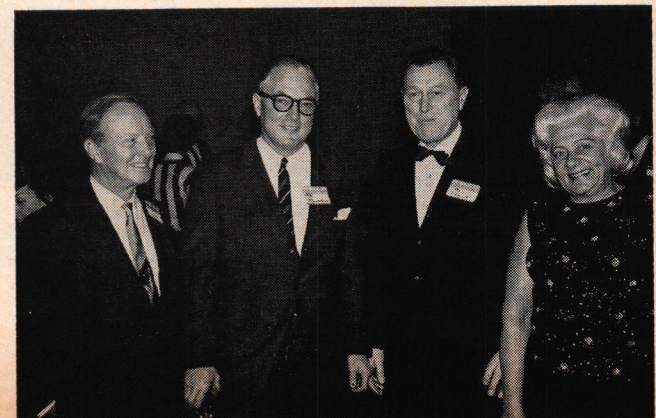


Vic Spadacinni, Minn. DRIVE director; Jack Jorgenson, President Jt. Council 32, Rep. Alvin O'Konski (R-Wisc.); Congressman John A. Blatnik (D-Minn.); Lester LeVoor, Local 1145.

Int. VP Harry Tevis; Pennsylvania DRIVE director Joe Mazza; Albert Garfold, Local 249; and Melvin Humphrey, Local 249, at DRIVE reception.



Sen. Stephen Young (D-Ohio); Rep. Wm. Minshall (D-Ohio), Rep. Charles A. Vanik (D-Ohio); Fay Presser, President Jt. Council 41 DRIVE Ladies Auxiliary.







Mrs. Eugene Cope (left), wife of trustee of Local 51, meets the nation's First Lady at the Distinguished Ladies Reception.



Mrs. Roland McMasters, wife of secretary-treasurer of Local 299, meets the nation's First Lady at Distinguished Ladies Reception.

Hubert Humphrey, but also the wives of many cabinet members and other feminine dignitaries from the nation's capital.

Tuesday, Teamsters and their wives attended the Governor's reception. There they talked to the governors from their respective states and discussed problems which affect their lives back home.

Also on the Tuesday docket was a reception honoring Vice President and Mrs. Hubert Humphrey, and a Young Democrats reception and dance. Some Teamsters attended the Inaugural Concert at Constitution Hall.

Tuesday's highlight came at the Inauguration Gala where many of the nation's top entertainers performed for inauguration guests.

Wednesday was swearing in day, and Teamsters and their wives were there when Lyndon B. Johnson and Hubert H. Humphrey took their oaths of office and when Johnson gave his inaugural address.

Then it was parade time, and Teamsters and their wives viewed the affair from choice seats along the parade route.

Mr. and Mrs. Roland McMasters; former Michigan Gov. John B. Swainson; Mr. and Mrs. Otto Wendell; Bill Begley, at Michigan reception. Below, Michigan luncheon in senate dining room.



Enjoying the festivities at the Inauguration Ball were Weldon Mathis, secretary-treasurer of Teamster Local 728, Atlanta, Ga.; International Vice President and Chairman of the Southern Conference of Teamsters Murray W. Miller, of Dallas; and R. C. Cook, Local 728 president.







**DRIVE** Teamsters and their wives view the inaugural parade from a choice box along the parade route.



Teamster wives at Distinguished Ladies Reception meet Movie Actress Eva Gabor.

The finale came Wednesday night when the Teamsters and their wives attended one of the five inaugural balls where the President and the First Lady danced to celebrate the election victory.

For the members of **DRIVE** who attended the inauguration, it marked

a climax to years of building **DRIVE** units in their home areas, to beginning registration and get-out-the-vote drives, and to precinct politicking, and to previous Washington visitations to lobby for various bits of legislation.

As they returned to their homes and to their local unions, these members

of **DRIVE** were looking forward to four years from now, with the hope that many of those who were not able to attend this year would then be members of **DRIVE** and effective political action Teamsters by the time the next inaugural committee sends out its invitations.

## Santa Gets Union Card

Teamster Local 315 in Contra Costa County of California, planning an extensive organizational drive in 1965, got a head start at the end of 1964 by making Santa Claus an honorary lifetime member of the local. Richard Simon, secretary-treasurer of Local 315, is shown presenting the card to Santa between interviews with long lines of breathless children.



## Santa and Child



Little Miss Barbara Josephine Crancer, granddaughter of General President and Mrs. James R. Hoffa, is shown enjoying the recent Christmas party sponsored by the stewards of Teamster Local 682 in St. Louis, Mo. Holding the toddler is Mrs. Josephine Hoffa, proud grandmother, while the mother, Mrs. Barbara Crancer, admires Santa Claus' beard.



## • Teamster Named

Douglas F. McNaughton, secretary-treasurer of Teamster Local 346 in Duluth, Minn., has been elected president of the Efficient Government Association there. In an election statement, McNaughton said that his organization will continue to take an active interest in city, county, state, and school governments, and offer its views on public issues as the occasions require. The Teamster official, formerly vice president of the organization, succeeds Wm. T. Grussendorf who resigned upon being elected to the Minnesota legislature.

## • Good Deed

A much-needed deep freezer was successfully shipped to a hospital in Jordan recently because of the alert assistance rendered by two members of Teamster Local 355 in Baltimore, Md.

Driver Estel Pennywitt and his helper, Ed Davis, employees of a delivery company, picked up the freezer purchased from a mail order house by the Linthicum Baptist Church. Its shipping destination was the Southern Baptist Hospital in Ajloun, Jordan.

When the Teamsters arrived with the shipment at the docks in Baltimore, they learned that dock fees for the freezer had not been paid. If the unit missed loading aboard the waiting ship, it meant a delay of at least a month before the next sailing.

Rather than return the freezer to the store, the Teamsters paid the dock fees from their own pockets and sped the shipment on its way.

## • Calloway Named

Ernest Calloway, associate research director of the Central Conference of Teamsters, has been appointed by Mayor Raymond R. Tucker as a member of the St. Louis Planning Commission.

Calloway, with the Teamsters for 15 years, will fill the unexpired term of a commission member who resigned. The appointment terminates March 20, 1966.

# Teamsters in Alaska Walk Picketline at 65 Below Zero

THERE'S an old song that refers to "baby" and mentions how cold it is outside—and members of Teamster Local 31 who were recently on strike in Whitehorse, Yukon Territory, can vouch for that.

The Yukon is that northwest portion of Canada fabled for goldstrikes, Dan McGrew who was shot, Sam McGee who was cremated, Malamutes, Cheechakos, ice worm cocktails, and all the rest of the lore of that wild area poetically depicted by Robert Service—and still a long way from nowhere.

Whitehorse is actually 1,000 miles north—as the dogs mush—of Vancouver, B.C., where Teamster Local 31 is headquartered. And if you don't think that's a long way to service a contract, try it some time.

Anyway, the Teamsters employed at Tourists Services in Whitehorse went on strike Nov. 27, 1964, for better wages and working conditions. They

took the action even though the chilly season was coming on.

The strike was still going when wind, snow and 40-below-zero temperatures began buffeting the pickets. Ed Lawson, president of Teamster Joint Council 36, said that winds of 25 and 30 miles an hour on some days brought the temperatures as low as 65 degrees below zero.

But the pickets kept on. They donned parkas, mukluks, and extra heavy clothing to protect themselves from the elements.

The strike ended about Christmas with a settlement satisfactory to the employees. Everybody turned in their signs and got inside real quick to catch up on some genuine stove warmth.

For the record, it's still cold outside in Whitehorse but the Teamsters are warmed with better wages and conditions.

Below zero temperatures did not deter these members of Teamster Local 31 from picketing Tourists Services at Whitehorse, Yukon, and winning a contract with better wages and working conditions after a month-long strike that ended last Christmas. Winds of 25 and 30 miles an hour sometimes brought the temperatures down to 65 below zero but the pickets stayed on the line in parkas, mukluks, heavy gloves, and other cold weather clothing.





# Local 592 Wins Six-Year Campaign with Southern Trucker

Teamster Local 592 of Richmond, Va., has won a 75-day strike against Archie's Motor Freight, a trucking company operating between Richmond and Pittsburgh and also in Ohio, with a contract tied in with the National Freight Agreement.

Describing the strike win as a "real victory for the union," International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, said the agreement ended a 6-year campaign at Archie's Motor Freight.

Local 592 first attempted to organize the company in 1959 but was rebuffed because of the company's unfair practices. In 1960, the union lost an NLRB election but had it upset because the employer again com-

mitted unfair practices. However, the union again lost in a second election.

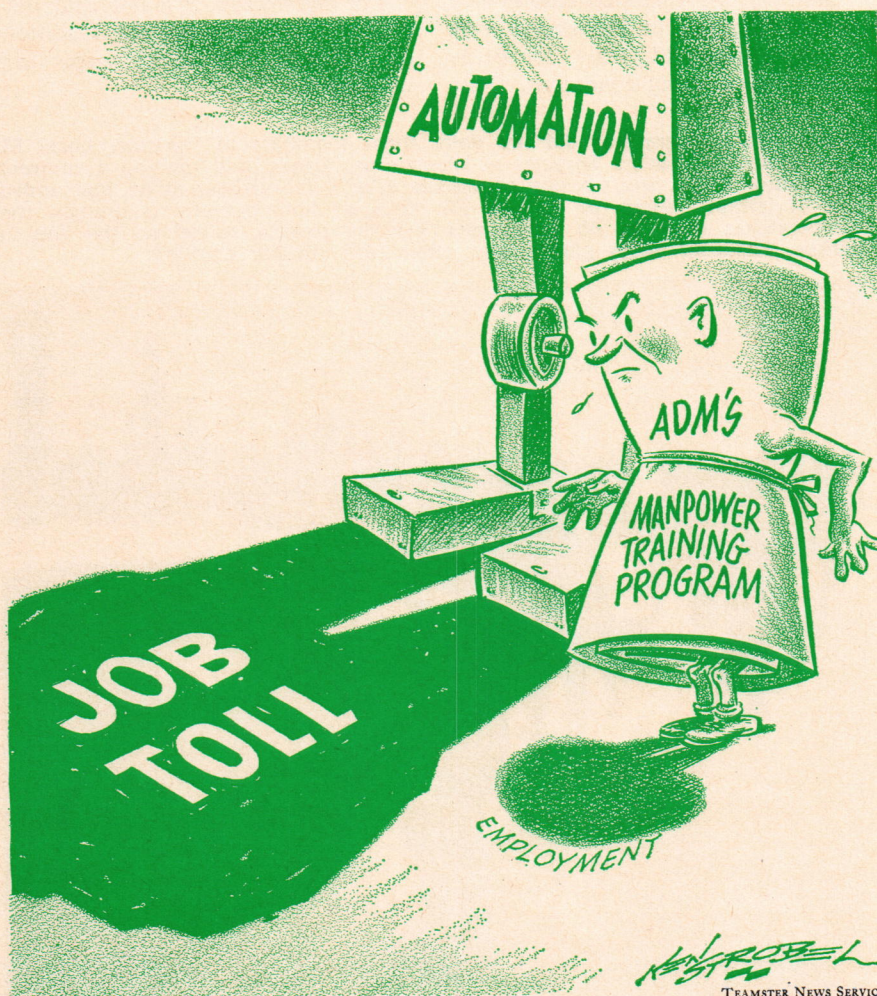
Finally in 1963, the union succeeded in winning an election in spite of pressure from the employer and was certified as the bargaining agent.

Thereafter, negotiations continued for almost 6 months but the employer refused to give its employees even a 1-cent increase even though some of them were earning as little as \$1.44 per hour.

After a long stall, the employer suddenly gave the workers a 25-cent hourly increase without consulting the union and in order to break the union. The increase, however, had the opposite effect.

The union instituted an unfair labor practice strike against Archie's

## Dangerous Shadow



TEAMSTER NEWS SERVICE

## Santa's Helpers



Three Teamster local unions placed containers at strategic spots in plants where they had contracts to collect Christmas party gifts for Greystone Park Hospital patients at Morris Plains, N. J. Shown dropping gifts into one of the containers are (left to right) Michael Ardis, president of Local 945 in Clifton, N. J.; Lawrence De Angelis and James Perrotta, financial secretary and president respectively of Local 999 in Paterson, N. J. Local 560 of Jersey City also participated in the project.

and used roving pickets to follow and picket the company's trucks wherever they stopped.

As the strike wore on, the NLRB cited the employer for refusing to bargain with the union and at the same time refused the employer's request for a new election.

Flynn said that while nearly 40 drivers were involved in the dispute, only 13 joined in the picketing. "However, these 13 presented a united front and none of them returned to work during the 75-day strike. The result was a real victory for the union."

## • Dental, Eye Program

New dental and eye care provisions for members covered under the Central States health and welfare program have been approved and will go into effect in the near future.

The dental insurance program sets forth a schedule of payments for various dental procedures while the eye care program provides maximum allowance for complete examination and the cost of lenses and frames.

Teamsters covered by the plan should contact their local union health and welfare office for information about the effective date and details of the plan.





# FOR YOUR INFORMATION

. . . . . THE NATIONAL Labor Relations Board distributed \$439,000 in back pay to 2,100 Longshoremen in settlement of a case in which the Longshoremen were locked out after refusing to unload bagged sugar from an ocean-going freighter on the grounds that the company method of unloading was unsafe. The lockout lasted 16 days after the union insisted on using rope slings while the company wanted to use wooden pallets. Both the NLRB and the 3rd Circuit Court of Appeals upheld the union.

. . . . . AMONG the bills introduced early in the 89th session of Congress are proposals: To repeal Section 14(b) of the Taft-Hartley Act; to raise the minimum wage to \$2; to reduce the 40-hour work week to 37½ hours and eventually 35 hours; to extend the coverage of the Fair Labor Standards Act in terms of minimum wage and overtime provisions.

. . . . . COMPLAINTS of price-fixing and questionable retail chain selling practices are expected to be scrutinized in a study just begun by the National Food Marketing Commission. The survey will probe food industry mergers, commodity markets, food procurement and processing, and other "middle man" operations along food's route from farmer to consumer. Services and regulatory activities of federal agencies connected with food production and marketing also are to be reviewed.

. . . . . REP. EMANUEL CELLER (D-N.Y.), chairman of the House Judiciary Committee, has charged that a recent ruling by the Internal Revenue Service makes a "flagrant, criminal price-fixing conspiracy . . . no worse than a traffic ticket." The ruling to which Celler referred involved major producers of electrical goods that were convicted 4 years ago in a price-fixing scandal. The IRS ruled that treble damages paid by the companies in suits for refunds were tax deductible as "ordinary and necessary business expenses."

. . . . . "NEVER BEFORE was the cornucopia of corporate profits so full as in 1964," reported the New York Times recently. Meanwhile, Business Week magazine estimated 1964's pre-tax corporate profits at a record \$57.5 billion, up 12 per cent from 1963 and up to 30 per cent from 1961. Since 1961, average hourly earnings of workers have increased less than 11 per cent.

. . . . . A NEW CAMPAIGN against "extremist groups" that try to seize control of local parent-teacher groups has been inaugurated by the National Congress of Parents and Teachers, otherwise known as the P.T.A. The national office has printed 100,000 copies of a pamphlet being distributed to P.T.A. units throughout the country, explaining ways in which to combat undemocratic pressures from right-wing groups on P.T.A.'s, schools, and libraries."

. . . . . THE CIGARMAKERS UNION, smallest in the AFL-CIO, is an example of what automation can reap in terms of jobs. Fifty years ago, the cigar industry had 125,000 workers and they produced 4 billion cigars annually. Today there are about 30,000 workers in the industry and they produce 7 billion cigars annually. The figures explain more graphically than anything else why there is still a 5-cent cigar on the market.



..... THE GROSS NATIONAL PRODUCT in 1964 reached a total of \$622.3 billion according to the Commerce Department. The sum represented an expansion of 6.5 per cent in the nation's economy. The GNP, which is the dollar value of all private and public goods produced, was around \$582 billion in 1963. Economists said the actual growth rate in 1964, after allowing for price increases, was almost 5 per cent.

..... SWEDEN'S progressive employment policies have resulted in an unexpected problem -- there is a labor shortage in the country. Recently the government began negotiations with the government of the island of Malta to bring several hundred Maltese girls to Sweden to work as household maids.

..... OPPOSITION to the new King-Anderson medicare bill is rapidly fading in Congress according to the National Council of Senior Citizens. The council expects the bill to pass both houses of Congress by Easter. John W. Edelman, president of the council, anticipates a Senate victory by at least a 55 to 40 margin and a House victory by about 280 to 159.

..... STRIKES in 1964 involved 1,600,000 workers according to the Department of Labor. The total was 650,000 more than in 1963 indicating that workers are as willing as ever to hit the bricks to overcome what they feel to be injustices in negotiating and policing of collective bargaining contracts. Altogether, there were 15 major strikes involving 10,000 or more workers in each.

..... IN A REPORT to Congress recently, the Commerce Department said the 41,000-mile Interstate Highway System is going to cost nearly \$6 billion more than originally anticipated. Reasons for the increased costs include extra lanes, the high price of land acquisition in heavily populated areas, increased construction costs, and the demands by many cities for extra interchanges.

..... CALLING FOR ACTION by the government "to protect the life and the pocketbook of the consumer," Sen. Gaylord Nelson (D-Wis.) has said he will introduce a tire standards bill this year. Nelson said there is a need for minimum national safety standards and a system of quality grading for automobile tires. He quoted National Safety Council records to show that tire failures in 1962 accounted for 7 per cent of all highway deaths.

..... TRANSPORTATION COMPANIES coming under regulation of the Interstate Commerce Commission enjoyed operating revenues of \$21 billion in the last fiscal year -- a record. The ICC said the largest increase of 7.2 per cent was achieved by motor carriers of property as their revenues hit a record \$9 billion. Motor carriers received 41.8 per cent of all transportation operating revenues.

..... PROFESSIONAL STRIKEBREAKING has been outlawed by the City and County of San Francisco. The ordinance, hailed by organized labor as long needed, makes it unlawful for a professional strikebreaker to offer -- or for an employer to accept -- his services during a legal strike or lockout. Violators may be fined up to \$500 or imprisoned up to 90 days or both.

..... TRUCK DRIVERS and motorists can look forward to landscaping on major highways to be built wholly or in part with federal money in the future. President Johnson directed Secretary of Commerce John T. Connor to require landscaping on projects for federal-aid interstate, primary, and urban highways to make sure that drivers will be able to see a "beautiful America" from major routes.

..... TRANSPORTATION of mail by regulated motor carriers was 1 of 25 legislative recommendations proposed by the Interstate Commerce Commission at the end of January. The proposal, a new one in the list of ICC suggestions for new laws, would amend the statutes so that greater flexibility in mail transportation would be provided by authorizing better use of regulated motor carriers and the new interstate highway system.



## WHAT'S NEW?

### Phosphorescent Paint In Aerosol Spray

A new safety aid for use indoors or out is a phosphorescent paint in a convenient aerosol spray. The paint that can be quickly charged by any form of light, glows in the dark and provides a long afterglow in dim or dark areas.

### Liner Knobs Assure Reefer Air Circulation

Air is permitted to circulate around loads through installation of a line of reefer liner knobs that keep the cargo from resting tightly against the walls. Easily installed with a hammer, the knobs seat themselves to form a tight seal with the panel and a drive pin expands the anchor to hold the knob securely in place.

### Winter Truck Tires Are Studded for Ice

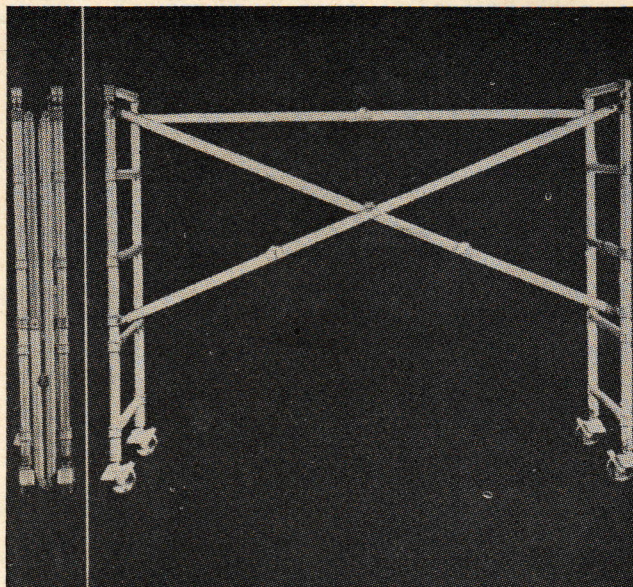
In 14 states where they are not prohibited by law, a nationally famous manufacturer is distributing studded winter tires for trucks in eight sizes. The drive-axle tires with snow-and-mud tread are equipped with metal studs for sure traction on ice.

### Many Uses of Compact Time Recorder Cited

A wide variety of valuable uses is claimed for a compact time recorder that provides printed records on conventional-size time cards or tabulating cards. It incorporates a one-hand trigger trip. Listed among its uses are recording of employee attendance, job timing for billing purposes, recording vehicle arrival and departure times. It can sound bells, buzzers or horns at preset times as a time signal control. It will turn lights on and off at desired times when hooked up to protective lighting circuits. Its versatile mechanism can be adjusted to record fractions of an hour to complete date including all information from hour to year.

## Collapsible Scaffold Opens to Various Widths

Working lengths of 6, 8 and 10 feet can be achieved from a folding scaffold that compresses to a width of 9½ inches. This cast-er, light-weight scaffold is 29 inches wide, has adjustable leveling legs and locks in place when opened to desired width.



### Sure Starts Claimed With Fluid Capsules

A Michigan manufacturer claimed instant starts through use of his capsules filled with starting fluid. Combined with an application cup that screws into the engine's intake manifold or air-filter housing the capsules are dropped by the driver into the cup and the engine starts.

for clothing, furniture and an almost limitless selection of merchandise from redemption centers located throughout the country.

The stamp firm's program includes mailing literature, plans and other promotion pieces to help create enthusiasm among employees and their families.

### Automatic Answerer Tapes Incoming Calls

Automatic answering has been carried one step further by a system devised in North Carolina. The office unit tapes all incoming calls. The user can then call from any location and by pressing a button on his hand-held component signals the system to play back the entire tape over the phone.

### Reflective Safety Markers Snap Flat

A reflective cone designed for safety and convenience incorporates a novel twist. It snaps flat like an opera hat for ease of storage in the vehicle. When the spring action is unlocked, the bright cone pops up for use. The orange nylon sleeve is replaceable.

### Trading Stamps Awarded For Safe Performance

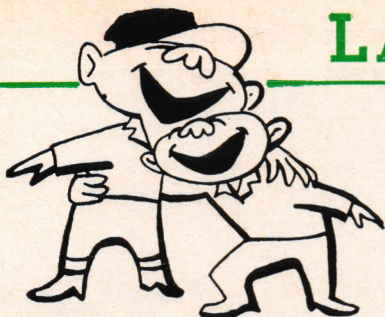
In an effort to enlist the encouragement and interest of workers' families in safety on the road and in the shop, a leading promoter of trading stamps has developed a program whereby trading stamps are awarded each week for accident-free performance.

For each week that an employee works without an accident he receives an award card that represents a specified number of trading stamps. Cards may be combined with stamps obtained with purchases from food stores, gas stations, etc. and exchanged

*WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018*

*A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.*





# LAUGH LOAD

## Lemon Drop Kids

The small-town grocer was not in very good spirits, so he was not too pleased when the three small boys entered.

"I'll have a dime's worth of lemon drops," announced the first. The old man climbed the ladder, took down the candy jar, filled a small bag and returned the jar to the shelf.

"And what will you have?" he asked the second boy.

"A dime's worth of lemon drops,"

"Why didn't you say so before?" asked the irritated proprietor. Turning to the third boy, he said, "Do you want a dime's worth of 'em too?"

"No, sir," said the latter.

So the old man climbed up and went painstakingly through the whole procedure once more. As he sighed and dusted his hands he demanded of the third boy:

"Now what is it you want?"

"A nickel's worth of lemon drops," came the answer.

## Not Crippled

A drunk was walking along the street with one foot on the sidewalk and the other in the gutter when a policeman stopped him and said, "You're drunk."

"Thank heaven, thought I was crippled."

## Dam or Damn!

"Grand Coulee!!" yelled the devout man, when he hit his finger with the hammer.

"Now, what is that supposed to mean?" asked his wife.

"That," he replied, "is the world's largest dam!"

## Watery Crisis

Two business partners went fishing in a small rowboat. Suddenly a storm blew up and the boat capsized. One of the men began to swim but his partner floundered helplessly.

"John," the swimmer called to the sinking man, "can you float alone?"

"My gosh," cried John, "I'm drowning and you want to talk business!"

## Indian Story

Dorothy Larson wrote the *Saturday Review* that a young Indian left his reservation to study electricity. He later returned to his people and found that the large community bathroom had no electricity. He immediately installed lighting in it—thus becoming the first Indian to wire a head for a reservation.

## He'll Learn

A young draftee was startled out of sound sleep by his platoon sergeant his first night in the army.

"Hey, you!" bellowed the sergeant, "it's 4:30!"

"Four-thirty?" mumbled the rookie. "Man, you'd better get to bed. We got a big day tomorrow."

## Add Definitions

Peaceful coexistence: Perpetual commotion.

## Bit Of Wisdom

One of the hardest secrets for a man to keep is his opinion of himself.

## Peacemaker

"I am a reasonable man, and I won't let a thing like this spoil our happiness," said the husband when his wife confronted him with a new fur coat. "Take it back!"

## Time Stagger On

A drunk stopped a passerby and asked the time. The passerby looked at his watch and told him. "I can't figure it out," muttered the inebriate. "All day long I get different answers."

## We Just Print The Facts

"What do you mean?" roared the politician, "by publicly insulting me in your old rag of a newspaper? I will not stand for it, and I demand an immediate apology."

"Just a moment," answered the editor. "Didn't the item appear just as you gave it to us. You said that you had resigned as County Judge."

"I did, but where did you put it? In the column under the heading 'Public Improvements.'"

## Careful Policing

When the policeman ordered the woman driver to pull over to the curb and produce her driver's license, she protested: "I don't understand this, Officer. I haven't done anything wrong."

The officer replied: "No, you haven't . . . but you were driving so carefully, I thought you might not have your license."

## A Smart Husband

Wife: "You don't love me anymore. Lately, when you see me crying, you don't ask why."

Husband: "I'm sorry, Dear . . . but that question has cost me an awful lot of money."

## Double Vision

Woman (sending TV repairman away): "It's okay now. We had put on each other's glasses by mistake."



# FIFTY YEARS AGO

in Our Magazine



Vol. XII

(From the February, 1915, issue of the *TEAMSTER*)

Number 2

## Churches Unaware Of Workers Impatience

American churches were recently asked to give an accounting of their conduct in regards to the poverty stricken worker by one of their own members.

One of the most learned, aggressive and spiritually-minded preachers of today says:

"The moral manhood of the race is revolting against the church that veils its neglect of the poor and ignorant, its falsity to its divine commission, with pious sentiments, that seeks to put orthodoxy in the place of brotherhood and conceals worldliness within social respectability. The time is going by when a luxurious church can uphold the cross as its protection from the wrath of the lamb against its inhumanity toward man and its infidelity to the gospel."

This was said, not in the spirit of criticism, but with a desire to awaken the church to its immeasurable responsibility and opportunity.

It is a law that cannot be evaded that the organ or institution that fails to fulfill its functions is doomed to destruction.

## L. A. Labor Temple Monument to Unions

One of the most imposing buildings in the country is the \$350,000 Labor Temple in Los Angeles. All of organized labor can be proud of this structure because it represents the spirit of trade unionism. Many of labor's critics in Los Angeles said that "laborites were not competent" to operate this property. But we have proved them wrong once again and the Labor Temple is as financially healthy as its seven story brick and steel walls are strong.

The building has all the modern conveniences, including two electric elevators, steam heat, drinking fountains on each floor, and a barber shop, billiard hall and reading room on the first floor.

## Workers Scorn "Congenial Unions"



News from the Western Front during the winter of 1915 reports of many bloody battles and great loss of life on both sides but the battle front has failed to change materially. The Germans lost a great opportunity to advance when they unleashed poison gas for the first time at Ypres. But the German high command failed to take advantage of the confusion caused by the sneak gas attack.

## Labor Unrest Called "Healthy Sign"

Jerome K. Jerome, the novelist and humorist, delivered an address on "Labor Unrest" a short time ago at the Cambridge University Liberal Club. He declared that the unrest of labor was the healthiest sign of the age. Discussing the minimum wage, he said:

"They tell you that if you grant the minimum wage to one trade the time will come when you will have to grant the minimum wage to all, and, between ourselves—I hope it will go no further—I am inclined to think they are right. For some workers the minimum wage has existed since the beginning of human industry.

"The human laborer in 1914 is, after all, only demanding what has been acceded to without question in the case of the ox and the ass since prehistoric times. I never heard a farmer suggest that the price of corn per bushel being what it is he is quite unable to give his horse more than half its proper rations. The horse has a very effective way of insisting on his minimum wage. The horse does not go out on strike, he just lies down and dies, and the farmer finds it cheaper—

whatever may be the state of the agricultural market—to accede to his demands.

"Practically speaking, the farm laborer does get his minimum wage. He can't live on 12s 6d a week and bring up a wife and six children. It can't be done. Charity has to step in and make good the difference. Where the minimum wage is not paid—the wage that enables a man and his family to live—the charitable public has to make good the difference. It is a good thing for the charitable public. It is good for their morals. It is good for their hope of a future reward.

"But it is bad for the laborer. It turns him into a pauper. It robs him of his self-respect. It is bad for the employer. It makes him also nothing else than a pauper, going around to the charitable public, cap in hand, whining, 'Help me to pay my wages! Have pity, kind gentlemen, on a poor employer of labor!' It makes the employer also a pauper, and, if it does not, ought to rob him of his self-respect. In future a business that can only exist by the starvation of its workers will have to be suppressed as a public nuisance."

## Bona Fide Unions Now Have Nearly 3 Million Members

Since the recent congressional lobby investigations all the world knows the tenderness and idealism with which the N. A. of M. has treated the welfare of the workers. In the face of the deliberate, persistent policy of this organization of employers to destroy and to corrupt all the agencies by which employees can better their conditions, does the N.A.M. seriously believe that sane men and women will reject organizations and leaders proved true and effective and trust their welfare to his ideal union, the new unionism?

A company in Pittsburgh recently foisted upon its employees a denatured union. They called it the Employers' Congenial Union. It was intended that the "Congenial's" discussions should be carefully expurgated and its activities chastely restricted to "proper spheres." But when the employees came together, like all the rest of the human species, they naturally discussed things in which they were most interested—matters affecting their conditions of employment and the so-called efficiency or speeding-up system.

But such naturalness was contrary to the rules of the company's game. The workmen who took part in such discussions were reported by company spies and were promptly discharged. When the "Congenial Union" protested and endeavored to send a delegation to ask the reason for the discharge of the men, they in turn were discharged also. Then, alas, for this experiment, the model "Congenial Union" went on strike in protest.

The employers may make a union after their own ideals, but it will not stay made. It will die for lack of roots.

Thus, despite the subtlety and opposition of the pretended friends of labor, the work of organization, unity, federation and solidarity is marching on.



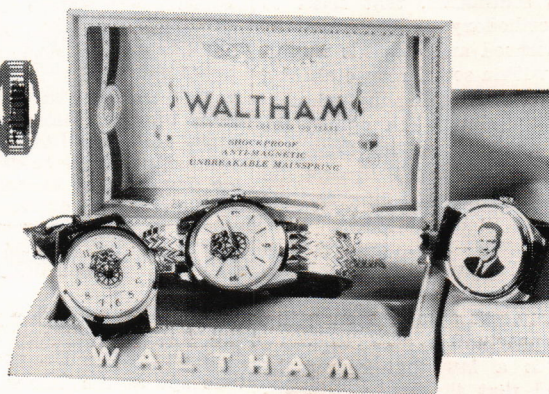
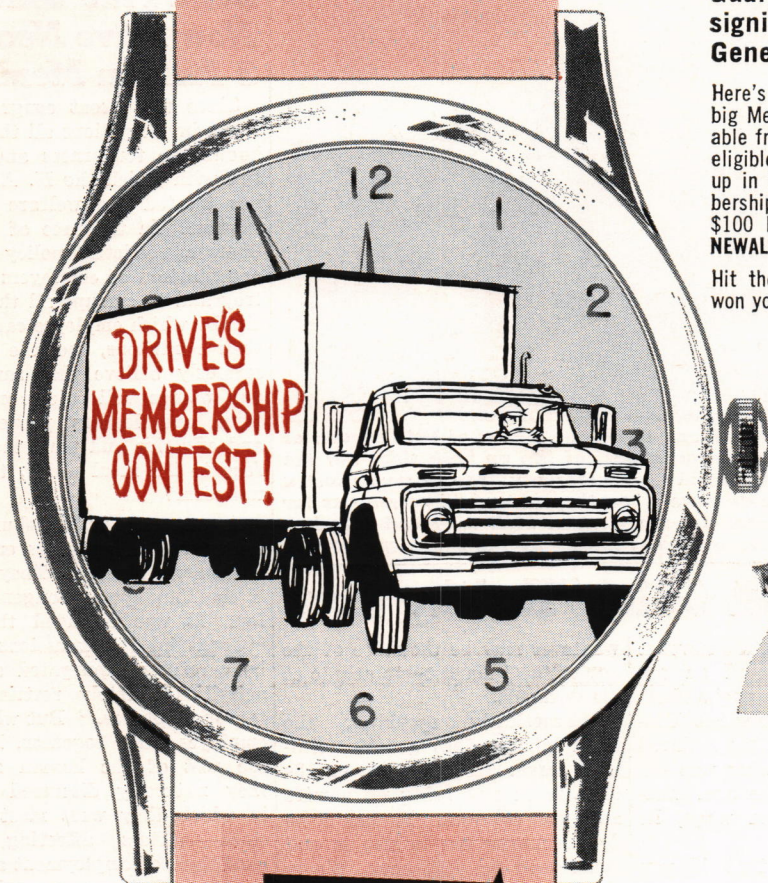
# IT'S TIME TO START ROLLING

**YOU CAN BE A WINNER  
IN YOUR LOCAL UNION**

of this specially designed, 17-jewel, Lifetime Guarantee, Waltham watch, with Teamster insignia and an indelibly autographed photo of General President James R. Hoffa.

Here's how you can get your "collector's item" watch in DRIVE's big Membership Sweepstakes: Fill out official entry form obtainable from Local Union DRIVE or DRIVE Ladies Auxiliary and you're eligible for the contest. Then, for every \$3 membership you sign up in DRIVE, you are credited with 3 points; a \$5 Family Membership gives you 5 points, and for every \$1 collected toward a \$100 Life Membership, you receive 1 point. **MEMBERSHIP RENEWALS COUNT AS POINTS TOO!**

Hit the 150-point mark before the contest closes, and you've won your watch!



A winner in either local union DRIVE or DLA contest may choose a man's or lady's watch.

**ENTER**

**DRIVE**



**MEMBERSHIP  
CONTEST NOW!**

MEMBERSHIP RENEWALS COUNT AS POINTS TOO!

**ALL TEAMSTER MEMBERS, WIVES OR HUSBANDS, CHILDREN  
AND PARENTS ARE ELIGIBLE TO PARTICIPATE IN CONTEST**

**Get Entry Forms and Full Details on Contest from  
Shop Stewards, Business Agent, or Local Union Office.**

**Contest Opens  
February 1st  
Closes May 15th**